

BMG 63.1 Course Outline as of Fall 2024**CATALOG INFORMATION**

Dept and Nbr: BMG 63.1 Title: MOTIVATION/EMPOWERMENT

Full Title: Motivation and Empowerment

Last Reviewed: 1/25/2021

Units		Course Hours per Week		Nbr of Weeks	Course Hours Total	
Maximum	1.50	Lecture Scheduled	1.50	17.5	Lecture Scheduled	26.25
Minimum	1.50	Lab Scheduled	0	3	Lab Scheduled	0
		Contact DHR	0		Contact DHR	0
		Contact Total	1.50		Contact Total	26.25
		Non-contact DHR	0		Non-contact DHR	0

Total Out of Class Hours: 52.50

Total Student Learning Hours: 78.75

Title 5 Category: AA Degree Applicable

Grading: Grade or P/NP

Repeatability: 00 - Two Repeats if Grade was D, F, NC, or NP

Also Listed As:

Formerly:

Catalog Description:

This course provides the knowledge, skills, and tools for creating a motivational organizational environment. Topics include identifying individuals' motivational needs, assessing the organization's motivational status, and developing and applying motivational strategies.

Prerequisites/Corequisites:**Recommended Preparation:**

Eligibility for ENGL 100 OR EMLS 100 (formerly ESL 100) or appropriate placement based on AB705 mandates

Limits on Enrollment:**Schedule of Classes Information:**

Description: This course provides the knowledge, skills, and tools for creating a motivational organizational environment. Topics include identifying individuals' motivational needs, assessing the organization's motivational status, and developing and applying motivational strategies. (Grade or P/NP)

Prerequisites/Corequisites:

Recommended: Eligibility for ENGL 100 OR EMLS 100 (formerly ESL 100) or appropriate placement based on AB705 mandates

Limits on Enrollment:

Transfer Credit: CSU;

Repeatability: Two Repeats if Grade was D, F, NC, or NP

ARTICULATION, MAJOR, and CERTIFICATION INFORMATION:

AS Degree: **Area** Effective: Inactive:

CSU GE: **Transfer Area** Effective: Inactive:

IGETC: **Transfer Area** Effective: Inactive:

CSU Transfer: Transferable Effective: Fall 1998 Inactive:

UC Transfer: Effective: Inactive:

CID:

Certificate/Major Applicable:

Certificate Applicable Course

COURSE CONTENT

Student Learning Outcomes:

At the conclusion of this course, the student should be able to:

1. Differentiate among and summarize assorted motivational theories.
2. Determine organizational and/or individual need(s), formulate and demonstrate motivational strategies, and evaluate the planned outcomes.
3. Identify and explain the principles of empowerment.

Objectives:

At the conclusion of this course, the student should be able to:

1. Identify and describe the relationship between intrinsic and extrinsic levels of motivation, performance, and individual and organizational success.
2. Identify and evaluate an organization's motivational status.
3. Develop organizational and individual motivational strategies.
4. Describe how to reinforce an employee's productive behavior.
5. Create a plan to empower others to fulfill the goals of the organization.
6. Develop and assess the effectiveness of strategies.

Topics and Scope:

I. Intrinsic and Extrinsic Motivational Needs in Individuals

A. Motivational theories

1. Individual motivational needs
2. Relationship between individual's expectations, performance, and rewards
3. Managerial motivation blocks
4. Employee responses to motivation blocks

B. Assessment techniques for evaluating self and others, using motivational theory

II. Assessment Techniques for Evaluating the Organization's Motivational Status and

Effectiveness of its Strategies

III. Organizational and Individual Motivation Strategies

A. Developmental plan for supervisors or managers and employees, including appropriate task delegation

B. Empowerment plan

IV. Individual Motivational Strategies

V. Communicating Expectations

Assignment:

1. Written analyses of reading assignments, 15 to 18
2. Reading, approximately 15-50 pages per week
3. Analyze and apply real life situations (reading and written work) individually and/or in groups
4. Workbook activities, 6 to 12
5. Skills demonstrations based on motivational workbook activities
6. Group discussions

Methods of Evaluation/Basis of Grade:

Writing: Assessment tools that demonstrate writing skills and/or require students to select, organize and explain ideas in writing.

Written analysis of reading assignments and analysis of real life situations

Writing
30 - 45%

Problem Solving: Assessment tools, other than exams, that demonstrate competence in computational or non-computational problem solving skills.

Workbook activities

Problem solving
30 - 45%

Skill Demonstrations: All skill-based and physical demonstrations used for assessment purposes including skill performance exams.

Motivational skills demonstrations

Skill Demonstrations
10 - 20%

Exams: All forms of formal testing, other than skill performance exams.

None

Exams
0 - 0%

Other: Includes any assessment tools that do not logically fit into the above categories.

Participation in group discussions

Other Category
10 - 20%

Representative Textbooks and Materials:

Instructor-prepared materials.

Manager's Guide to Motivating Employees. 2nd ed. Bruce, Anne. McGraw-Hill. 2011 (classic)

