

BMG 63.1 Course Outline as of Fall 2008

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	0.80		Contact DHR	14.00
		Contact Total	2.30		Contact Total	40.25
		Non-contact DHR	0		Non-contact DHR	0

Total Out of Class Hours: 52.50

Total Student Learning Hours: 92.75

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 ESL 100

**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 ESL 100

Limits on Enrollment:  
Transfer Credit: CSU;  
Repeatability: Two Repeats if Grade was D, F, NC, or NP

## **ARTICULATION, MAJOR, and CERTIFICATION INFORMATION:**

<b>AS Degree:</b>	<b>Area</b>	Effective:	Inactive:
<b>CSU GE:</b>	<b>Transfer Area</b>	Effective:	Inactive:
<b>IGETC:</b>	<b>Transfer Area</b>	Effective:	Inactive:
<b>CSU Transfer:</b>	Transferable	Effective: Fall 1998	Inactive:
<b>UC Transfer:</b>		Effective:	Inactive:

### **CID:**

**Certificate/Major Applicable:**  
Certificate Applicable Course

## **COURSE CONTENT**

### **Outcomes and Objectives:**

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:**

1. Intrinsic and extrinsic motivational needs in individuals.
  - a. Motivational theories such as the Herzberg, McClelland and Maslow models.
    - i. Individual motivational needs.
    - ii. Relationship between individual's expectations, performance, and rewards.
    - iii. Managerial motivation blocks.
    - iv. Employee responses to motivation blocks.
  - b. Assessment techniques for evaluating self and others, using motivational theory.
2. Assessment techniques for evaluating the organization's motivational status.
3. Organizational and individual motivation strategies.
  - a. Developmental plan for yourself and employees.
    - i.. Job enrichment.
    - ii. Delegation of appropriate tasks.

- b. Empowerment plan (for your department).
- 4. Individual motivational strategies.
  - a. Communicating expectations.
  - b. Positive and constructive feedback.

### Assignment:

1. In-class written assignments
2. Reading, approximately 20-30 pages per week (three week course)
3. Group activities
4. Role-playing
5. Workbook exercises
6. Case studies
7. Skill demonstrations
8. Participation in classroom activities
9. Quizzes (2-3)

### 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 homework, In-class written assignments, short essay question, analysis of reading assignments

Writing  
25 - 35%

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

Group activities, workbook exercises, case studies

Problem solving  
20 - 25%

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

Role-playing, skill demonstrations

Skill Demonstrations  
20 - 30%

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

Multiple choice, True/false, Short essays

Exams  
10 - 20%

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

Participation in classroom activities

Other Category  
10 - 20%

### Representative Textbooks and Materials:

Instructor-prepared materials.

Motivation at Work: Transform your Business in 6 Extraordinary Steps.

Cardone, Laura. Profits with Purpose, Inc., First Edition: 2006.