Oakland University
School of Education and Human Services
Department of Organizational Leadership
Human Resource Development Program

Syllabus – Winter 2018
Fundamentals of Human Interaction – 4 credits

HRD-3230-10001.201810

Wednesday 1:20 – 4:40 pm
Pawley 154

Instructor: David Strubler, Ph.D., Professor, Organizational Leadership
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Email: Strubler@oakland.edu
Office Hours: Tuesday 4-6 pm at Macomb; Wednesday 11 am -1:20 pm and
Thursday 11 am - 1:40 pm at OU before or after class (please
schedule an appointment for office meeting)

Required Text: (You may rent, buy new or used, or buy an e-book)

Reece, B.L. & Brandt, R. (2014). Effective Human Relations: Effective Human
Relations: Interpersonal and Organizational Applications 12th Edition, NY: South
Western, Cengage Learning.

Description:
This course examines fundamental principles and behaviors influencing personal
communication styles, strategies for building workplace relationships, and handling
workplace challenges. The course will include lecture-discussion, experiential
exercises, and small group interactions/projects. The classroom should be viewed
as learning laboratory where new behavior and can tried out with peer support and
understanding.

Course Objectives: After completing this course, students will be able to:
1.   Identify core principles and practices for effective communication in
workplace environments
2.   Explain the importance of role and relationship perceptions for
creating the optimum climate for communication in the workplace
3.   Discuss and discern ethical issues in workplace situations involving
communication and relationships
4.   Develop an awareness of communication differences arising from
diversity in the workplace.
5.   Develop a growing awareness of one's own personal preferences in
communication style.
6.   Add new and effective communication behaviors and skills to one's
repertoire of communication behaviors.

7. Demonstrate the ability to communicate effectively in various workplace situations.

Summary of Assignment Points Available in Course:

15 points – Attendance and In-Class Individual and Team Work
15 points - Chapter Quizzes –Chapters 1-15 (1 course point per quiz)
20 points - Mid-Term Exam – Chapters 1-8
20 points - Final Exam – Chapters 9-15
<u>30 points – Interactive Group Project</u>
100 points – Total for the course

Attendance – All students are required to attend all classes of this highly interactive course AND bring their textbook. You may miss one class without affecting your grade.

Chapter Quizzes – Chapter 1 quiz is given online on the first day of class after lecturing/discussing. All other chapter quizzes are completed online in Moodle and must be taken at least one hour prior to the start of class so that the student is prepared to participate.

Mid-Term and Final Exams – The student has a choice between taking a multiple choice or essay exam.

Interactive Group Research Project – The class will be divided into teams of three. The teams will be responsible for creating a unique work-related communication experience for the entire class – NOT A TRAINING MODULE. The 45-minute project must be based on documented communication theories and practices. In a sense, it is an experiment to test and practice the theories discussed in the textbook and in class. Therefore, at least three solid research articles/books are required as references. The project/presentation must be highly interactive with clear objectives and outcomes. Ultimately, the project should benefit both the presenters and the class participants in developing their ability to communicate more effectively in the work place. Be very creative. Use your imaginations to incorporate many different learning approaches including but not limited to skits, role plays, interactive exercises, music, dance, acting, cases, games, etc.

For example, if you were using Schramm's theory of shared experience, you would design a shared experience for your classmates. You might give them a questionnaire before and after the experience to measure the extent to which the interactive shared experience increased their perception of trust and communication among the participants.

Therefore, your team must 1) select a course concept, model or theory, 2) research it (3 references), 3) conduct a needs assessment with the class, 4) create an interactive experience for your class mates to use and test the theory, 5) implement the experience in class and 6) evaluate the impact of the experience. Your team will

hand in organized written evidence for all six steps in the form of a notebook after the presentation.