

ITT Technical Institute
SP2750T
Group Theory
Onsite and Online Course

SYLLABUS

Credit hours: 4.5

Contact/Instructional hours: 54 (54 Theory Hours)

Prerequisite(s) and/or Corequisite(s):

Prerequisites: EN1320T Composition I or equivalent

Course Description:

This course is an overview of the theory related to groups of people bonded by task or culture. Emphasis is on communication, critical thinking and group process theory, including social exchange theory, structuration theory, functional theory, group ethics, diversity and related communication conflicts, group decision-making, creativity, leadership and gender.

COURSE DESCRIPTION

This course is an overview of the theory related to groups of people bonded by task or culture. Emphasis is on communication, critical thinking and group process theory, including social exchange theory, structuration theory, functional theory, group ethics, diversity and related communication conflicts, group decision-making, creativity, leadership and gender.

MAJOR INSTRUCTIONAL AREAS

1. Face-to-Face Groups and Teams
2. Communicating in Groups
3. Managing Group Conflict
4. Group Leadership
5. Group Presentations
6. Virtual Groups and Teams

COURSE LEARNING OBJECTIVES

By the end of this course, you should be able to:

1. Explain the importance of group dynamics.
2. Analyze the performance of groups and teams in a variety of scenarios.
3. Apply theories, models, techniques, and processes of small group communication during small group activities.
4. Apply ethical standards while participating in groups and teams.
5. Employ standard business communication strategies to solve problems.
6. Evaluate the use of problem-solving and decision-making techniques for face-to-face and virtual groups/teams.
7. Apply critical-thinking and analysis skills to overcome obstacles and improvise solutions as a leader within small groups.
8. Compare and contrast theories of groups.

9. Working within a group, make a presentation.

MODULE 1: UNDERSTANDING GROUPS

COURSE LEARNING OBJECTIVES COVERED

- Explain the importance of group dynamics.
- Analyze the performance of groups and teams in a variety of scenarios.

TOPICS COVERED

- Characteristics and Importance of Groups
- Creation and Development of Groups
- Effectiveness of Groups
- Experiential Learning
- Group Skills

MODULE LEARNING ACTIVITIES	GRADE D	OUT-OF- CLASS TIME
Reading: Johnson, D., & Johnson, F., Chapters 1 and 2	No	4 hours
Lesson: Study the lesson for this module.	No	1.5 hours
Discussion: Participate in the discussion titled “Application of Group Theory.”	Yes	N/A
Analysis: Submit the analysis titled “Individual and Group Identities.”	Yes	2 hours
Project: Read and begin the project.	No	1 hour

Total Out-Of-Class Activities: 8.5 Hours

MODULE 2: MANAGING INTERACTION WITHIN GROUPS

COURSE LEARNING OBJECTIVES COVERED

- Apply theories, models, techniques, and processes of small group communication during small group activities.
- Apply ethical standards while participating in groups and teams.
- Employ standard business communication strategies to solve problems.

TOPICS COVERED

- Group Goals
- Group Efforts
- Cooperation Within Groups
- Distributive Justice Within Groups
- Group Communication

MODULE LEARNING ACTIVITIES	GRADE D	OUT-OF- CLASS TIME
Reading: Johnson, D., & Johnson, F., Chapters 3 and 4	No	6 hours
Lesson: Study the lesson for this module.	No	1.5 hours
Discussion: Participate in the discussion titled “Becoming a Better Listener.”	Yes	1 hour
Research: Submit the research titled “Applicability of the Functionalist Theory.”	Yes	3 hours
Analysis 1: Submit the analysis titled “Respect in Groups.”	Yes	2 hours
Analysis 2: Submit the analysis titled “Group Behavior.”	Yes	2.5 hours
Project: Continue work on Project Part 1.	No	2 hours

Total Out-Of-Class Activities: 18 Hours

MODULE 3: DETERMINING AUTHORITY IN GROUPS

COURSE LEARNING OBJECTIVES COVERED

- Explain the importance of group dynamics.
- Evaluate the use of problem-solving and decision-making techniques for face-to-face and virtual groups/teams.
- Apply critical-thinking and analysis skills to overcome obstacles and improvise solutions as a leader within small groups.

TOPICS COVERED

- Theories of Leadership
- Leadership Styles
- Power Equation Within Group

MODULE LEARNING ACTIVITIES	GRADE D	OUT-OF- CLASS TIME
Reading: Johnson, D., & Johnson, F., Chapters 5 and 6	No	6.5 hours
Lesson: Study the lesson for this module.	No	1.5 hours
Discussion: Participate in the discussion titled “Power Equation Within Groups.”	Yes	1 hour
Research: Submit the research titled “Ideal Leader.”	Yes	2.5 hours
Analysis: Submit the analysis titled “Leadership Styles.”	Yes	2.5 hours
Project: Submit Project Part 1.	Yes	2 hours

Total Out-Of-Class Activities: 16 Hours

MODULE 4: MAKING GROUP DECISIONS

COURSE LEARNING OBJECTIVES COVERED

- Employ standard business communication strategies to solve problems.
- Evaluate the use of problem-solving and decision-making techniques for face-to-face and virtual groups/teams.

TOPICS COVERED

- Group Decision Making
- Controversy and Decision Making
- Creativity
- Conflict Management

MODULE LEARNING ACTIVITIES	GRADE D	OUT-OF- CLASS TIME
Reading: Johnson, D., & Johnson, F., Chapters 7, 8, and 9	No	11 hours
Lesson: Study the lesson for this module.	No	2 hours
Discussion: Participate in the discussion titled “Factors Impacting Group Decision Making.”	Yes	N/A
Research: Submit the research titled “Conflict Resolution Techniques.”	Yes	2.5 hours
Analysis 1: Submit the analysis titled “Behavior in Controversies.”	Yes	2.5 hours
Analysis 2: Submit the analysis titled “Conflict Management Approach.”	Yes	2 hours
Project: Continue work on Project Part 2.	No	2 hours

Total Out-Of-Class Activities: 22 Hours

MODULE 5: ENABLING GROUP PERFORMANCE

COURSE LEARNING OBJECTIVES COVERED

- Apply theories, models, techniques, and processes of small group communication during small group activities.
- Apply ethical standards while participating in groups and teams.
- Employ standard business communication strategies to solve problems.
- Apply critical-thinking and analysis skills to overcome obstacles and improvise solutions as a leader within small groups.
- Compare and contrast theories of groups.
- Working within a group, make a presentation.

TOPICS COVERED

- Diversity in Groups
- Cooperative Learning
- Growth and Counseling Groups

MODULE LEARNING ACTIVITIES	GRADE D	OUT-OF- CLASS TIME
Reading: Johnson, D., & Johnson, F., Chapters 10, 11, and 12	No	6 hours
Lesson: Study the lesson for this module.	No	1.5 hours
Discussion: Participate in the discussion titled “Challenges of Working in Groups.”	Yes	N/A
Analysis: Submit the analysis titled “Stereotypes.”	Yes	3 hours
Research: Submit the research titled “Diversity in Groups.”	Yes	3 hours
Project: Submit Project Part 2.	Yes	3 hours
Final Exam: Prepare for the final exam.	No	3.5 hours

Total Out-Of-Class Activities: 20 Hours

MODULE 6: IDENTIFYING GROUPS AS TEAMS

COURSE LEARNING OBJECTIVES COVERED

- Explain the importance of group dynamics.
- Analyze the performance of groups and teams in a variety of scenarios.
- Apply theories, models, techniques, and processes of small group communication during small group activities.
- Apply ethical standards while participating in groups and teams.
- Employ standard business communication strategies to solve problems.
- Evaluate the use of problem-solving and decision-making techniques for face-to-face and virtual groups/teams.
- Apply critical-thinking and analysis skills to overcome obstacles and improvise solutions as a leader within small groups.
- Compare and contrast theories of groups.
- Working within a group, make a presentation.

TOPICS COVERED

- Teams and Teamwork

MODULE LEARNING ACTIVITIES	GRADE D	OUT-OF- CLASS TIME
Reading: Johnson, D., & Johnson, F., Chapters 13 and 14	No	2.5 hours
Lesson: Study the lesson for this module.	No	2 hours
Final Exam: Prepare for the final exam.	No	1.5 hours
Analysis: Submit the analysis titled "Teamwork."	Yes	3 hours
Final Exam: Take the final exam.	Yes	N/A

Total Out-Of-Class Activities: 9 Hours

EVALUATION CRITERIA

The graded assignments will be evaluated using the following weighted categories:

CATEGORY	WEIGHT
Discussion	15%
Research	15%
Analysis	30%
Project	25%
Final Exam	15%
TOTAL	100%

GRADE CONVERSION

The final grades will be calculated from the percentages earned in the course, as follows:

GRADE	PERCENTAGE
A (4.0)	90-100%
B+ (3.5)	85-89%
B (3.0)	80-84%
C+ (2.5)	75-79%
C (2.0)	70-74%

D+	(1.5)	65-69%
D	(1.0)	60-64%
F	(0.0)	<60%

REQUIRED RESOURCES

COMPLETE TEXTBOOK PACKAGE

- Johnson, D., & Johnson, F. (2014). *Joining together: Group theory and group skills* (Custom 11th ed.). Upper Saddle River, NJ: Pearson.

RECOMMENDED RESOURCES

- ITT Tech Virtual Library (accessed via Student Portal | <https://studentportal.itt-tech.edu>)
 - Basic Search>
 - Hills, L. (2014). *Overcoming the ten most common barriers to effective team communication, Podiatry Management, 33(3), 141.*
 - Hopkins, B. (2009). *Cultural differences and improving performance: How values and beliefs influence organizational performance. Farnham, England: Gower.*
 - Jawadi, N. (2013). *E-leadership and trust management: exploring the moderating effects of team virtuality. International Journal of Technology and Human Interaction, 9(3), 18+.*
 - Kasik, N., & Kumcagiz, H. (2014). *The effects of the conflict resolution and peer mediation training program on self-esteem and conflict resolution skills. International Journal of Academic Research, 6(1), 179-186. doi:10.7813/2075-4124.2014/6-1/B.25.*
 - Malhotra, A. Majchrzak, A., & Rosen, B. (2007). *Leading virtual teams. Academy of Management Perspectives, 21 (1), 60-70. doi: 10.5465/AMP.2007.24286164.*
 - Roche, W. K., & Teague, P. (2012). *The growing importance of workplace ADR. International Journal of Human Resource Management, 23(4), 447-458. doi:10.1080/09585192.2012.641084.*

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The curriculum employs a variety of instructional methods that support the course objectives while fostering higher cognitive skills. These methods are designed to encourage and engage you in the learning process in order to maximize learning opportunities. The instructional methods include but are not limited to lectures, collaborative learning options, use of technology, and hands-on activities.

To implement the above-mentioned instructional methods, this course uses several teaching strategies, such as self-reflection exercises, group exercises, scenario analysis, and communication in graded as well as ungraded activities. Your progress will be regularly assessed through a variety of assessment tools including research, analysis, discussion, project, and final exam.

For purposes of defining an academic credit hour for Title IV funding purposes, ITT Technical Institute considers a quarter credit hour to be the equivalent of: (a) at least 10 clock hours of classroom activities and at least 20 clock hours of outside preparation; (b) at least 20 clock hours of laboratory activities; or (c) at least 30 clock hours of externship, practicum or clinical activities. ITT Technical Institute utilizes a “time-based option” for establishing out-of-class activities which would equate to two hours of out-of-class activities for every one hour of classroom time. The procedure for determining credit hours for Title IV funding purposes is to divide the total number of classroom, laboratory, externship, practicum and clinical hours by the conversion ratios specified above. A clock hour is 50 minutes.

A credit hour is an artificial measurement of the amount of learning that can occur in a program course based on a specified amount of time spent on class activities and student preparation during the program course. In conformity with commonly accepted practice in higher education, ITT Technical Institute has institutionally established and determined that credit hours awarded for coursework in this program course (including out-of-class assignments and learning activities described in the “Course Outline” section of this syllabus) are in accordance with the time-based option for awarding academic credit described in the immediately preceding paragraph.

All students must comply with the policies that regulate all forms of academic dishonesty or academic misconduct. For more information on the academic honesty policies, refer to the Student Handbook and the School Catalog.

Instructor Name	
Office Hours	
Contact Details	

(End of Syllabus)