COMM 470 – Organizational Relationships

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COMM 470 – Organizational Relationships is a course examining interpersonal features of organizational relationships. This course will provide depth of study on friendships, romantic relationships, customer/client relationships and the various forms of support and/or complexities of each relationship type. Particular attention will be paid to how individuals and collectives experience and enact fundamental tensions in their efforts to relate and organize. Additionally, we’ll study destructive elements of workplace relationships including cynicism, incivility, and bullying.

Course objectives:
During this course you will:
- Examine the role of workplace relationships as information-sharing, resource-distributing, decision-making, and support systems
- Understand the importance of relationships to organizational and individual well-being
- Explore negative and positive workplace relationships including those between supervisors and subordinates, customers and clients, peers, friends, and romantic partners
- Relate practical organizational relational phenomena to the scientific discourse in the field
- Reflect upon existing and newly acquired knowledge in the area of workplace relationships and networks
- Understand important concepts and models pertaining to organizational relationships

Content outline:
- Review of theoretical approaches to the study of workplace relationships including postpositivist, social construction, and critical approaches as well as structuration theory
- Concentration on a variety of organizational relationships including supervisor-subordinate, peer coworker, friendship, romantic, and customer-client relationships
- Explore the functions, development, outcomes and consequences of each type of relationship
- Focus on the influence of society on workplace relationships from technology, globalization, diversity, work-life balance, and spirituality
- Exploration of the organizational communication literature on destructive elements of organizational relationships including anger, stress, conflict, social
Student expectations and requirements:
Students will be evaluated on the successful completion of written assignments including abstracts of current journal articles, case studies, and research papers. Students will also actively participate as discussion leaders and will construct and deliver oral presentations.

Texts and course materials:

Required:

Supplemental:

To supplement the primary texts, current research on organizational relationships will be assigned.