

Course	MNGT 5590, Organizational Behavior Fall 2, 2007
Instructor	Name: Robert M. Barriga Phone: (714) 531-0543 Email: barriga@att.net
Catalog Description	This course introduces students to many of the basic principles of human behavior that effective managers use when managing individuals and groups in organizations. These include theories relating to individual differences in abilities and attitudes, attribution, motivation, group dynamics, power and politics, leadership, conflict resolution, organizational culture, and organizational structure and design.
Prerequisites	None
Course Level Learning Outcomes	Upon successful completion of this course, the student will be able to: <ol style="list-style-type: none">1. Define, discuss, and recognize important terminology, facts, concepts, principles, analytic techniques, and theories taught in this organizational behavior course.2. Identify and apply appropriate terminology, facts, concepts, principles, analytic techniques, and theories from the organizational behavior course when analyzing factual situations with organizational behavior problems.3. Develop reasonable solutions to organizational behavior problems using appropriate facts, concepts, principles, analytic techniques, and theories from this organizational behavior course.4. Evaluate the quality of their proposed solutions to organizational behavior problems against appropriate criteria, including organizational constraints.5. Discuss the relevance and application of the concepts, principles, and theories used in organizational behavior to contemporary events.6. Identify and discuss the interrelationships among the concepts, principles, and theories used in the different areas of organizational behavior.
Materials	Robbins, S., (11 th Edition). (2005), <u>Organizational Behavior</u> , Upper Saddle River, NJ: Pearson Prentice Hall. ISBN: 0131914359. Lundin, S., Paul, H., & Christensen, J., (2000), <u>Fish</u> , New York, NY:

	Hyperion. ISBN: 0786866020 Johnson, S., (1998), <u>Who Moved My Cheese?</u> , New York, NY: HarperCollins. ISBN: 0688170366		
Grading	Point Values for the Course Assignments:		
	Assignment	Points	Percentages
	<u>INDIVIDUAL (44%)</u>		
	Class Participation (3 points each week x 9 weeks)	27	14%
	Written Papers (10 points each x 3 papers)	30	15%
	Individual Presentations (10 points each x 3 presentations)	30	15%
	<u>TEAM (56%)</u>		
	Team Research & Presentation (15 points each x 3 presentations)	45	22%
	Team Project & Presentation	32	16%
	Final Exam	36	18%
	Totals	200	100%
	Grading Scale:		
	A	93-100	
	A-	92-90	
	B+	89-87	
B	86-84		
B-	83-80		
C	79-70		
F	69 and below		
Synthesis and Evaluation:			
A = Excellent performance. Work is exemplary and worthy of emulation by others. Student is in full attendance and constructively contributes to the learning environment.			
B = Above average performance. All assignments are complete and exhibit a complete understanding and an ability to apply concepts.			
C = Average performance. Accomplishes only the minimum			

	<p>requirements. Oral and written communication is at an acceptable level.</p> <p>F = Work is not passing, characterized by incompleteness, lateness, unsatisfactory demonstration of understanding and application.</p>
Activities	<p>In class activities will include:</p> <ul style="list-style-type: none"> • Class activities will include group discussions, group exercises, and simulations where appropriate and as time permits. Students are encouraged to contribute work-related experiences to all class discussions. • All expectations, assignments, and projects will be discussed during the first evening session. • Instructor reserves the right to alter assignments. If this should occur, the student will be notified before hand. • Each student will be required to give short oral presentations both individually and as a team on the current topics pertaining to the course subject matter. This will be discussed during the first evening session.
Policy Statements: University Policies	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university’s published policies. The following policies are of particular interest:</p> <p>Academic Honesty</p> <p>The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university’s academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p>Drops and Withdrawals</p> <p>Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p>Special Services</p> <p>If you need accommodations for a disability, please let the instructor know at the beginning of the course so that they can be provided.</p> <p>Disturbances</p>

	<p>Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course</p> <p>Attendance</p> <p>The University reserves the right to cancel a student's course enrollment if the student does not attend class the first or second week of the term/semester. Students are expected to attend all class sessions. In the case of unavoidable absence (e.g., medical reason, work related travel), the student must contact the instructor directly and immediately. The instructor may give warning to the student and then recommend that the student withdraw from the course. The student is subject to appropriate academic penalty for incomplete or other make-up work, or for excessive or unexcused absences. A student who misses two class meetings per course without a documented reason or (advance) permission from the instructor should withdraw from the course.</p>
<p>Course Policies</p>	<p>Written Assignments</p> <p>All written assignments are to be typed, spell-checked and grammar checked, well written with a logical flow of thought. Submit double-spaced with 1" margins, and prepared in the APA. Papers should be in 12-pitch font, using Times New Roman. Indent paragraphs five spaces to indicate a new paragraph. Please include a title page in APA format on all papers so that the instructor can identify the student, assignment, course number, and workshop number. Although numbered, the title page does not count toward the required number of content pages.</p> <p>Students are required to use the Webster University's online library PASSPORTS (http://library.webster.edu). The written assignments should include a minimum of 5 non-internet references (e.g. academic journals, books, professional publications). All students are required to submit their research papers to the Webster On-Line Writing Center for review and assistance (http://www.webster.edu/acadaffairs/asp/wc/online.html).</p> <p>Please staple your papers together in the upper left hand corner. Do not put them into a folder, binder, or plastic cover.</p> <p>Plagiarism</p> <p>Plagiarism or academic dishonesty, whether accidental or</p>

deliberate, is a serious violation. The faculty member has the option of using classroom sanctions or elevating the case to campus level. **Students are advised that written assignments may be submitted by the faculty member to an online plagiarism detection service.**

It is plagiarism to go to the Internet, find an article, copy it to the clipboard and then drop it into your word processor. Listing the article as a reference on the last page will not cover you.

Late Assignments

Workshop assignments will be penalized two points for each day late. No assignments will be accepted after the end of the course (unless an Incomplete is granted).

Late Arrival and Early Departure

Late arrival and early departure may constitute loss of participation points at one participation point for every 30 minutes.

Cell Phones

Out of consideration for others, please turn your cell phone to the silent mode. If they do not have a silent or vibrate mode, please turn them off. These items tend to distract the other students when they ring during class discussions or study group activities.

Participation

Participation in all workshops is required. An absence for whatever reason will result in the loss of the participation points for participation that night. If a student is absent, he/she does not gain the benefit of class involvement and is not contributing to the learning of other students in the class. The student will, however, make up all written work for the class missed.

Participation is graded on individual and Team contributions to class discussions and participation in the Team itself. The vast majority of managers' interactions with others are oral. They generally spend very little time reading and even less time writing reports. For this reason, the development of oral skills is given a high priority in this course. The classroom should be considered a laboratory in which a student can test their ability to convince their peers of the correctness of their approach.

Outstanding Contributor: Contributions in class reflect thorough preparation. Ideas offered are usually substantive; provide one or more major insights, as well as, direction for the class. Arguments, when offered, are well substantiated and persuasively presented. If

this person were not a member of the class, the quality of the discussions would be diminished significantly.

Good Contributor: Contributions in class reflect thorough preparation. Ideas offered are usually substantive; provide good insights and sometimes direction for the class discussion. Arguments, when presented, are, generally, well substantiated and are often persuasive. If this person were not a member of the class, the quality of the discussion would be diminished considerably.

Adequate Contributor: Contributions in class reflect satisfactory preparation. Ideas offered are sometimes substantive, provide generally useful insights, but seldom offer a major new direction for the discussion. Arguments are sometimes presented, and are fairly well substantiated and sometimes persuasive. If this person were not a member of the class, the quality of the discussions would be diminished somewhat.

Non-participant: This person has said little or nothing in this workshop or class. Hence, there is no adequate basis for evaluation. If this person were not a member of the class, the quality of the discussions would not be changed.

Unsatisfactory Contributor: Contribution in class reflects inadequate or non-existent preparation. Ideas offered are seldom substantive; provide few, if any, insights; and rarely provide a constructive direction for the class discussion. Integrative comments and effective arguments are completely absent. Class contributions are, at best, “time fillers” efforts to make isolated, obvious, or confusing points. If this person were not a member of the class, valuable class time would be saved.

Weekly Schedule	<hr/>		
	Date	Topics	Assignments
	Oct 16	Course syllabus review Organizational Behavior Case Study & Simulation	Robbins, Chapter 1 Discussion & Application
	Oct 23	Individual Behavior Values, Attitudes, & Job Satisfaction Individual Presentations	Robbins, Chapters 2 & 3 Hmwk: 1000-1500 word paper on Organizational Behavior the value, challenges, & opportunities
	Oct 30	Personality, Emotions, Perception, & Individual Decision Making Team Presentations Effective	Robbins, Chapters 4 & 5 Hmwk: Team Res on - Disciplining
	Nov 6	Motivation - Concepts & Application Group Behavior Individual Presentations Team Project	Robbins, Chapters 6,7, & 8 Hmwk: 1000-1500 word paper on Designing Motivating Jobs
	Nov 13	Work Teams & Communication Simulation – Lost on the moon Team Presentations Fish Video Team Project	Robbins, Chapters 9 & 10 Johnson & Harvey & Airtam Books Hmwk: Team Pres on- Who Moved My Cheese & Ethics 4 Everyone
	Nov 19	Leadership, Power, & Politics Individual Presentations Simulation - Leadership Team Project	Robbins, Chapters 11, 12 & 13 Hmwk: 1000-1500 word paper on Creating Effective Teams

	Nov 26	Conflict & Negotiation Organizational Structure & Culture Team Presentation Team Project	Robbins, Chapters 14, 15 & 16 Hmwk: Team Res on - Leaders vs Managers - Which is best & why
	Dec 4	HR Policies & Practices Organizational Change & Stress Management Final Exam Prep Project Critique	Robbins, Chapters 17 & 18 Hmwk: Team Proj Presentation
	Dec 11	Course Summary & Evaluations Process Critique	FINAL EXAM
Additional Information	The instructor is available to meet individually or talk via telephone with each student to insure adequate undertaking of course requirements and to offer assistance and suggestions. If the instructor is not immediately available, please feel free to leave a message and telephone number where you can be reached. Your call will be returned within a 48-hour time frame.		