

<b>Course</b>	MNGT 5590 Organizational Behavior	
<b>Term</b>	Spring 1, 2008	
<b>Instructor</b>	Name: Carlton G. Philpot Phone: 816-587-1265 (H); 913-682-5151, ext: 6424 (W) Email: <a href="mailto:philpot@webster.edu">philpot@webster.edu</a> or carltonphilpot@sbcglobal.net	
<b>Catalog Description</b>	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.	
<b>Prerequisites</b>	None	
<b>Course Level Learning Outcomes</b>	<b>Outcome</b>	<b>Expectation</b>
	1. Define, discuss, and recognize important terminology, facts, concepts, principles, analytic techniques, and theories taught in this organizational behavior course.	Ability to articulate individual 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.	Successful use of appropriate terminology, facts, concepts, principles, analytic techniques, and theories from the organizational behavior course in completion of case studies.
	3. Develop reasonable solutions to organizational behavior problems using appropriate facts, concepts, principles, analytic techniques, and theories from this organizational behavior course.	Successful use of appropriate terminology, facts, concepts, principles, analytic techniques, and theories from the organizational behavior course in completion of case studies.

	<p>4. Evaluate the quality of their proposed solutions to organizational behavior problems against appropriate criteria, including organizational constraints.</p>	<p>Successful use of solutions to organizational behavior problems against appropriate criteria, including organizational constraints.</p>																												
	<p>5. Discuss the relevance and application of the concepts, principles, and theories used in organizational behavior to contemporary events.</p>	<p>Ability to articulate understanding of relevance and application of the concepts, principles, and theories used in organizational behavior to contemporary events.</p>																												
	<p>6. Identify and discuss the interrelationships among the concepts, principles, and theories used in the different areas of organizational behavior</p>	<p>Ability to articulate interrelationships among the concepts, principles, and theories used in the different areas of organizational behavior</p>																												
<p><b>Materials</b></p>	<p><b>Ivancevich, Konopaske and Matteson</b>, Organizational Behavior and Management, 8<sup>th</sup> Edition (ISBN 0-07-3405086), McGraw-Hill-Irwin</p> <p>The book may be obtained through MBS Direct Books at 1-800-325-3252 or <a href="http://www.mbsdirect.net">www.mbsdirect.net</a>.</p> <p>Students may download course graphics and team activity thru Webster Connections. Open <a href="http://www.webster.edu/kc">www.webster.edu/kc</a> Click on Connections, enter username and password, drill down to My Courses and click on this class. Access by clicking on files.</p>																													
<p><b>Grading</b></p>	<p style="text-align: right;"><b><u>FINAL GRADES</u></b></p> <table border="0" style="width: 100%;"> <tr> <td>Mid-Term:</td> <td style="text-align: right;">40%</td> <td style="text-align: right;">200 points</td> <td style="text-align: right;">90%-100% -450-500=A</td> </tr> <tr> <td>Group Project :</td> <td style="text-align: right;">20%</td> <td style="text-align: right;">100 points</td> <td style="text-align: right;">80%- 89%-400-449= B</td> </tr> <tr> <td>Peer evaluations ( 5%=25pts)</td> <td></td> <td></td> <td style="text-align: right;">70%- 79%-350-399= C</td> </tr> <tr> <td>Case study results (15%=75pts)</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Final (<b>Not Comprehensive</b>)</td> <td style="text-align: right;"><u>40%</u></td> <td style="text-align: right;"><u>200 points</u></td> <td></td> </tr> <tr> <td></td> <td style="text-align: right;">100%</td> <td style="text-align: right;">500 points</td> <td></td> </tr> <tr> <td>Bonus Opportunities (<b>Optional</b>)</td> <td></td> <td style="text-align: right;">15 points</td> <td style="text-align: right;">(Current Events=5 pts each)</td> </tr> </table> <p><b>The GRADUATE catalog provides these guidelines and grading options:</b></p> <ul style="list-style-type: none"> <li>• <b>A/A-</b> Superior graduate work</li> <li>• <b>B+/B/B-</b> Satisfactory graduate work</li> <li>• <b>C</b> Work that is barely adequate as graduate-level performance</li> <li>• <b>CR</b> Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses.</li> <li>• <b>F</b> Work that is unsatisfactory</li> <li>• <b>I</b> Incomplete work</li> <li>• <b>ZF</b> An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal.</li> <li>• <b>IP</b> In progress</li> <li>• <b>NR</b> Not reported</li> <li>• <b>W</b> Withdrawn from the course</li> </ul>		Mid-Term:	40%	200 points	90%-100% -450-500=A	Group Project :	20%	100 points	80%- 89%-400-449= B	Peer evaluations ( 5%=25pts)			70%- 79%-350-399= C	Case study results (15%=75pts)				Final ( <b>Not Comprehensive</b> )	<u>40%</u>	<u>200 points</u>			100%	500 points		Bonus Opportunities ( <b>Optional</b> )		15 points	(Current Events=5 pts each)
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<p><b>Activities</b></p>	<p>The conduct of this course will include practical exercises, case studies, lectures and classroom discussions with a great deal emphasis on <b>real world/personal application</b> of concepts and <b>STUDENT PARTICIPATION</b>.</p>
<p><b>Policy Statements: University Policies</b></p>	<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><b>Academic Honesty</b> 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><b>Drops and Withdrawals</b> 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><b>Special Services</b> If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p> <p><b>Disturbances</b> 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><b>Student Assignments Retained</b> From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.</p> <p><b>Contact Hours for this Course: Thirty-Six</b> It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>
<p><b>Course Policies</b></p>	<p>This syllabus may be revised at the discretion of the instructor without the prior notification or consent of the student. The schedule below presents an approximate expectation of course progress. The instructor reserves the right to add, delete, or modify any weeks of this schedule. Any changes will be announced during class.</p>

<b>Weekly Schedule</b>	<p>The schedule below presents an approximate expectation of course progress. The instructor reserves the right to add, delete, or modify any weeks of this schedule. Any changes will be announced in class. All assignments must be completed in typewritten format.</p> <table border="1"> <thead> <tr> <th data-bbox="456 296 565 327"><b>Session</b></th> <th data-bbox="646 296 907 327"><b>Topic and Chapter</b></th> <th data-bbox="1268 296 1430 327"><b>Assignment</b></th> </tr> </thead> <tbody> <tr> <td data-bbox="500 338 516 363">1</td> <td data-bbox="597 338 1170 443">Review of General Management Terms/Concepts-<b>Instructor Provides</b> Chaps 1 and 2 (<b>Class Divides Into Groups</b>)</td> <td data-bbox="1214 338 1593 401">Read chapters + Case 1.1, pg 57</td> </tr> <tr> <td data-bbox="500 453 516 478">2</td> <td data-bbox="597 453 1154 485">Chaps 3 and 13, <b>Group Activity Assigned</b></td> <td data-bbox="1214 453 1398 485">Read chapters</td> </tr> <tr> <td data-bbox="500 495 516 520">3</td> <td data-bbox="597 495 781 527">Chaps 4 and 5</td> <td data-bbox="1214 495 1593 558">Read chapters + Case 5.1, pg 134</td> </tr> <tr> <td data-bbox="500 569 516 594">4</td> <td data-bbox="597 569 781 600">Chaps 6 and 7</td> <td data-bbox="1214 569 1398 600">Read chapters</td> </tr> <tr> <td data-bbox="500 611 516 636">5</td> <td data-bbox="597 611 1179 716"><b>Mid Term Exam (Chaps 1, 2, 3, 13, 4, 5, 6, and 7)</b> Chaps 8 and 9</td> <td data-bbox="1214 611 1593 674">Read chapters + Case 8-1, pg 220</td> </tr> <tr> <td data-bbox="500 726 516 751">6</td> <td data-bbox="597 726 813 758">Chaps 10 and 11</td> <td data-bbox="1214 726 1398 758">Read chapters</td> </tr> <tr> <td data-bbox="500 768 516 793">7</td> <td data-bbox="597 768 824 800">Chaps 12 and 14,</td> <td data-bbox="1214 768 1552 831">Read chapters + complete exercise 12.2, page 344</td> </tr> <tr> <td data-bbox="500 842 516 867">8</td> <td data-bbox="597 842 1081 873">Chaps 15 and 16 <b>Team Activity Due</b></td> <td data-bbox="1214 842 1398 873">Read chapters</td> </tr> <tr> <td data-bbox="500 884 516 909">9</td> <td data-bbox="597 884 841 915">Chap 17 and <b>Final</b></td> <td data-bbox="1214 884 1390 915">Read chapter</td> </tr> </tbody> </table>	<b>Session</b>	<b>Topic and Chapter</b>	<b>Assignment</b>	1	Review of General Management Terms/Concepts- <b>Instructor Provides</b> Chaps 1 and 2 ( <b>Class Divides Into Groups</b> )	Read chapters + Case 1.1, pg 57	2	Chaps 3 and 13, <b>Group Activity Assigned</b>	Read chapters	3	Chaps 4 and 5	Read chapters + Case 5.1, pg 134	4	Chaps 6 and 7	Read chapters	5	<b>Mid Term Exam (Chaps 1, 2, 3, 13, 4, 5, 6, and 7)</b> Chaps 8 and 9	Read chapters + Case 8-1, pg 220	6	Chaps 10 and 11	Read chapters	7	Chaps 12 and 14,	Read chapters + complete exercise 12.2, page 344	8	Chaps 15 and 16 <b>Team Activity Due</b>	Read chapters	9	Chap 17 and <b>Final</b>	Read chapter
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<b>Additional Information</b>	Student must be computer literate and <i>able to access the Internet on a daily basis</i> . Students are required to have e-mail access.																														