

<b>Course</b>	Management 5590, Organizational Behavior <b>This Course Requires Attendance at one Sat Class – See Schedule</b>
<b>Term</b>	Spring 1, 2010
<b>Instructor</b>	Name: Jimmy Tucker Phone: 913-549-3387 Email: <a href="mailto:tuckerj@webster.edu">tuckerj@webster.edu</a> or jtucker26@kc.rr.com
<b>Catalog Description</b> Intent of Course	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>	<p>Upon successful completion of this course, the student will be able to:</p> <ol style="list-style-type: none"> <li>1. Define, discuss, and recognize important terminology, facts, concepts, principles, analytic techniques, and theories taught in this organizational behavior course.</li> <li>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.</li> <li>3. Develop reasonable solutions to organizational behavior problems using appropriate facts, concepts, principles, analytic techniques, and theories from this organizational behavior course.</li> <li>4. Evaluate the quality of their proposed solutions to organizational behavior problems against appropriate criteria, including organizational constraints.</li> <li>5. Discuss the relevance and application of the concepts, principles, and theories used in organizational behavior to contemporary events.</li> <li>6. Identify and discuss the interrelationships among the concepts, principles, and theories used in the different areas of organizational behavior.</li> </ol>
<b>Materials</b>	<b>Stephen P. Robbins and Timothy A. Judge</b> , Organizational Behavior, 13 <sup>th</sup> Edition (ISBN: 0-13-600717-1)

	Students may download course graphics 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. You can access the graphics by clicking on files.																								
<b>Grading</b>	<p style="text-align: right;"><u>FINAL GRADES</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">Mid-Term:</td> <td style="width: 15%;">40%</td> <td style="width: 15%;">80 points)</td> <td style="width: 15%;">90%-100%</td> <td style="width: 5%;">=</td> <td style="width: 20%;">A</td> </tr> <tr> <td>Term Paper:</td> <td>20%</td> <td>40 points)</td> <td>80%-89%</td> <td>=</td> <td>B</td> </tr> <tr> <td>Final</td> <td><u>40%</u></td> <td><u>(80 points)</u></td> <td>70%-79%</td> <td>=</td> <td>C</td> </tr> <tr> <td></td> <td>100%</td> <td>200 points</td> <td></td> <td></td> <td></td> </tr> </table> <p style="text-align: center;"><b><u>No + or – grades will be used</u></b></p>	Mid-Term:	40%	80 points)	90%-100%	=	A	Term Paper:	20%	40 points)	80%-89%	=	B	Final	<u>40%</u>	<u>(80 points)</u>	70%-79%	=	C		100%	200 points			
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<b>Activities</b>	The conduct of this course will include practical exercises, case studies, and lecture and classroom discussion.																								
<b>Policy Statements: University Policies</b>	<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 a Dept. for the purpose of academic assessment. Should the</p>																								

	<p>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</b></p> <p>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>
<b>Course Policies</b>	<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>Week 1 (Jan 5): <b>Chap 1 and 2:</b> Course introduction, syllabus review and introduction of students. Identify expectations and assignments and commit to general course requirements. Ethical Dilemma, Lying in Business, page 37. <b>Term Paper Assignment</b></p> <p>Week 2 (Jan 12): <b>Chap 3, 4, and 5:</b> Ethical Dilemma, Hiring Based on Body Art, page 129</p> <p>Week 3 (Jan 19): <b>Chap 6, 7 and 8:</b> Ethical Dilemma, Are Workplace Romances Unethical? Page 274</p> <p>Week 4 (Jan 26): <b>Chap 9 and 10:</b> Topics: Ethical Dilemma, Dealing With Shirkers, page 314 Take Home <b>Mid-term exam</b></p> <p>Week 5 (Feb 2): <b>Chap 11, 12 and 13:</b> Ethical Dilemma, Do Ends Justify the Means? Page 405 <b>Mid-term Due</b></p> <p>Week 6 (Feb 9): <b>Chap 14 and 15 Case Incident 2, The Politics of Backstabbing, page 477, page 477</b></p> <p>Week 7/8 (<b>Feb 13 – SATURDAY Class 8:30- 5:00</b>): <b>Chap 16, 17 18 and part of 19:</b> Ethical Dilemma, Is it unethical to “Shape” Your Resume? Page 610 <b>Term Paper Due</b></p> <p>Week 9 (Mar 2): Complete <b>Chap 19: Final Exam (In-Class)</b></p>
<b>Additional Information</b>	<p style="text-align: center;"><b><u>Term Paper Requirements</u></b> <b><u>(PAPER IS DUE Week 7/8)</u></b></p> <p>Your term paper represents 20% of your course grade. <b>This is a letter grade.</b> The following information applies:</p> <p style="padding-left: 40px;">a. Limit your paper to 1500 words, not including cover page, abstract or references. This provides the opportunity to research an issue of interest and</p>

ensures you can effectively organize and communicate your research in a written product.

b. You may select any topic that has linkage to Organizational Behavior/Management in Organizations. Your selection should consider the following:

**-Importance and Interest:** Select a meaningful subject that holds personal interest to you. The optimum topic is one that deals with a current work place situation. A product that can be used in your work can meet the course requirement.

**-Manageability:** The concern here is that your topic is too broad or too narrow. Too broad will result in a lack of direction and focus for research and too narrow will result in minimal materials from which to draw a conclusion.

**-Availability of Resources:** No topic is worthwhile and manageable if research materials are not available.

c. You may elect to formulate your paper as a question, a hypothesis, or an assertion of a possible conclusion. Your research will either answer the question or test the hypothesis. Last paragraph is conclusion which answers the hypothesis (question) **Do not write an information paper that restates the body of knowledge.**

d. The paper will be written based on the following

**-Content:** Cover Page, Abstract, Paper (1500 words), and References.

Approval page will be the last page of your paper.

**-Paper:** Typed on one side 8 1/2 x 11 inch paper

**-Spacing:** Double spacing is to be used.

**-Margins:** One and 1/2 inches on top, bottom and left and right -

**-Heading and Spacing:** Major headings indicate the organization of the paper and establish the importance of the topic. They will be centered on the page and typed in uppercase.

**-References:** Typed as: Grove, A. S. (1999). The fine art to feedback. Working Woman, 17, 26-27. Additionally, references will be credited in the body of your paper as (Author and publication year - (Grove. 1992) If you use internet research, place the URL into the paper, so I can open the site. Be careful with dead links.

e. Your paper will be graded on the basis of:

-Substance      -Organization      -Style      -Correctness

Topics must be selected and approved at the 2d class meeting. ***All topics require instructor approval.*** Proposed Topic \_\_\_\_\_

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#### Pre-approved Topics

1. Would organizations benefit from providing training in cross-gender communications.
2. Do 1<sup>st</sup> generation (Asian, mid-eastern) employees create a management challenge.
3. Can an individual with no management experience find a managerial opportunity?

