

Course	MNGT 5590 58- Organizational Behavior and Leadership
Instructor	Name: Harry Hinkle Phone: 502-807-3413 Email: HLHinkle@insightbb.com
Term & Dates	Fall I, 2008 Classes: Saturday, beginning on August 16 th , and ending on October 11 th . (8AM to Noon)
Location	Louisville Metropolitan Campus
Course Description	This course examines the need for students to identify, analyze, and maximize the understanding of organizational behavior theory and leadership through various analytical approaches and techniques. Such areas of concentration will include; Organizational development, decision making , problem solving, conflict, leadership theory and techniques ,reengineering global and cross cultural issues impacting competitiveness, performance management, and total quality management. The focus is directed toward the concept of motivation, managing change, team building and developing effective relationships in an increasing diverse and international work environment.
Prerequisites & Incoming Student Competencies	MNGT 5000 must be completed or waived, student of management or human resources, whether they plan to work (or already work) in the private or public sector, must exhibit a willingness to acquire and apply the knowledge and skills learned in organizational behavior and leadership.
Course Objectives	By the end of the course the student will be able: a. Identify and analyze the concepts associated with critical organizational behavior and leadership theories and issues. b. Identify and analyze current issues within the field of organizational behavior and the study of leadership theory c. Effectively integrate organizational and leadership theory with practical applications. d. Demonstrate in written form, how to research, analyze, support and communicate in-depth knowledge and organizational and leadership Studies.
Course Level Learning Outcomes	Upon successful completion of this course, the student will be able to: 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

	<p>using appropriate facts, concepts, principles, analytic techniques, and theories from this organizational behavior course.</p> <ol style="list-style-type: none"> 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	<p>“Organizational Behavior,” McShane & Glinow , 4th edition; McGraw-Hill Text can be obtained by calling the MBS Direct 1-800-325 3252 Or order online at www.mbsdiret.net (credit cards accepted)</p>																
Supplemental Information	<p>Note: Students should be prepared to review an article in class for week(s) 2, 3, 5, 6, 7 and 8. Instructor will discuss format the first week of class. Topic for major paper is due by the third week and requires instructor’s approval. Out of major paper is due by the fifth week and requires instructor’s approval. In-class exercises are provided by the instructor.</p>																
Grading	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Course Requirements:</th> <th style="text-align: right;">% of Grade</th> </tr> </thead> <tbody> <tr> <td style="padding-left: 20px;">a) Term Paper</td> <td style="text-align: right;">30</td> </tr> <tr> <td style="padding-left: 20px;">b) Examinations:</td> <td></td> </tr> <tr> <td style="padding-left: 40px;">mid-term</td> <td style="text-align: right;">30</td> </tr> <tr> <td style="padding-left: 40px;">final</td> <td style="text-align: right;">30</td> </tr> <tr> <td style="padding-left: 20px;">c) Class participation</td> <td style="text-align: right;">5</td> </tr> <tr> <td style="padding-left: 20px;">d) Class presentation</td> <td style="text-align: right;">5</td> </tr> <tr> <td style="padding-left: 40px;">Total:</td> <td style="text-align: right;">100%</td> </tr> </tbody> </table> <p><u>Grades:</u> 92 – 100 percent =A; 82 – 91 percent=B; 72 – 81 percent=C; 71 percent or less=F; Incomplete work=I</p>	Course Requirements:	% of Grade	a) Term Paper	30	b) Examinations:		mid-term	30	final	30	c) Class participation	5	d) Class presentation	5	Total:	100%
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Activities	<p>During this class the emphasis will be on applied skills and competencies as required by professionals in an organization. The learning model used by the instructor will be "experiential" where simulations create a question that is then discussed and demonstrated. The classroom will also be exemplified by "doing" rather than where the student is a "passive learner".</p>																
Policy Statements: University Policies	<p><u>CONDUCT</u></p> <p>Students enrolling in a graduate program at Webster University assume the obligation of conducting themselves in a manner compatible with the University’s function as an educational institution. Misconduct for which students are subject to discipline include the following categories:</p> <ol style="list-style-type: none"> 1. All forms of dishonesty, cheating, plagiarism, or knowingly furnishing false information to the University. 2. Obstruction or disruption of teaching, research, administration, disciplinary procedures, or other University activities or of authorized activities on University premises. 3. Theft or damage to property at the University. 																

Students who cheat or plagiarize may receive a failing grade for the course in which the cheating or plagiarism took place. Students who engage in any of the above misconducts may be subject to dismissal from the University. To the extent that penalties for misconduct (e.g. theft or destruction of property) are prescribed by law, the University will consider appropriate actions under such laws.

ATTENDANCE POLICY

Students are expected to attend all class sessions of every course. In the case of unavoidable absence, the student must contact the instructor. The student is subject to appropriate academic penalty for incomplete or unacceptable makeup work or for excessive or unexcused absences. Generally, a student who misses more than one four-hour course period (per course) without a documented military or medical excuse and advance permission of the instructor should withdraw from the class. The University reserves the right to involuntarily drop enrolled students from classes, which they do not attend. Students who do not attend the first class session, who have not made prior arrangement with the instructor for being absent, will be dropped from the course.

MAKE-UP WORK REQUIREMENTS

For each class missed, makeup work will be assigned and must be submitted at the next class. The instructor will assign the topic and amount of work. This makeup work will be incorporated into the class participation grade. If make-up work is not submitted on time, the student's final grade will be subject to a reduction of one (1) letter grade.

Students are responsible for any class material presented during their absence and any assignments due should be submitted prior to the absence, if possible.

Drops and Withdrawals

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. 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.

Special Services

If you need accommodations for a disability, please let the instructor know at the beginning of the course so that they can be provided.

DISCLAIMER

This syllabus is intended to provide a basic structure to this course. It MAY be modified for class size, student competencies, etc. Adherence to this syllabus is subject to change at the sole discretion of the instructor.

(Continue)

Course Schedule (Course Preparation)	Week 1	<p>Chapter 1 – Introduction to the Field of Organizational Behavior Chapter 2 – Individual Behavior, Values, and Personality Chapter 3 – Perception and Learning in Organizations. (Read above chapters and student should be prepared to discuss the “Critical Thinking Questions” and “Cases” at end of each Chapter.)</p> <p>Assignments for Week 2:</p> <ul style="list-style-type: none"> - Read Chapters 4, 5 and 6. - Article assignment. - Review “Critical Thinking Questions” and “Cases” at the end of each chapter. - In-class exercise.
	Week 2	<hr/> <p>Chapter 4 – Workplace Emotions and Attitudes Chapter 5 – Motivation in the Workplace Chapter 6 – Applied Performance Standards</p> <p>Assignments for Week 3:</p> <ul style="list-style-type: none"> - Read Chapters 7, 8 and 9. - Article assignment. - Review “Critical Thinking Questions” and “Cases” at the end of each chapter. - In-class exercise.
	Week 3	<hr/> <p>Chapter 7 – Work-Related Stress and Stress Management Chapter 8 – Decision Making and Creativity Chapter 9 – Foundation of Team Dynamics</p> <p>Assignments for Week 4</p> <ul style="list-style-type: none"> - In-class exercise. - Mid-Term Exam.
	Week 4	<hr/> <p>Article Assignment In-class exercise Mid-Term Exam</p> <p>Assignments for Week 5:</p> <ul style="list-style-type: none"> - Read Chapters 10, 11 and 12. - Article assignment. - Review “Critical Thinking Questions” and “Cases” at the end of each chapter. - In-class exercise. - Outline due for review/approval by instructor.
	Week 5	<hr/> <p>Chapter 10 – Developing High Performance Teams Chapter 11 – Communicating in Teams and Organizations Chapter 12 – Power and Influence in the Workplace</p> <p>Assignments for Week 6:</p> <ul style="list-style-type: none"> - Read Chapters 13 and 14. - Article assignment. - Review “Critical Thinking Questions” and “Cases” at the end of each chapter. - In-class exercise.

	<p>Week 6 Chapter 13 – Conflict and Negotiation in the Workplace Chapter 14 – Leadership in Organizational Settings Assignments for Week 7:</p> <ul style="list-style-type: none"> - Read Chapters 15 and 16. - Article assignment. - Review “Critical Thinking Questions” and “Cases” at the end of each chapter. - In-class exercise. <hr/> <p>Week 7 Chapter 15 – Organizational Structure Chapter 16 – Organizational Culture Assignments for Week 8:</p> <ul style="list-style-type: none"> - Read Chapter 17. - Article assignment. - Review “Critical Thinking Questions” and “Cases” at the end of each chapter. - In-class exercise. - Presentations. <hr/> <p>Week 8 Chapter 17 – Organizational Change Assignments for Week 9:</p> <ul style="list-style-type: none"> - In-class exercise - Presentations - Final Exam <hr/> <p>Week 9 Presentations In-class exercise Final Exam</p>
Additional Information	NA