



**Louisville Metropolitan Campus**  
1031 Zorn Avenue, Suite 200, Louisville, KY  
**Course Syllabus – MNGT 5590**

<b>Course</b>	MNGT 5590 Organizational Behavior and Leadership
<b>Instructor</b>	Name: Francis A. Lonsway, Ph.D. Phone: (502) 244-8893 Email: falonsway@att.net
<b>Term &amp; Dates</b>	Summer 2008  May 29; June 5, 12, 19, 26; July 3, 10, 17, 24      Thursdays: 6:00-10:00 pm
<b>Location</b>	Webster University Louisville Metropolitan Campus
<b>Course 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 &amp; Incoming Student Competencies</b>	Ability to perform graduate level work.
<b>Course Objectives</b>	Upon successful completion of this course, the student will be able to:  <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></ol>

	<p>5. Discuss the 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><b>Course Level Learning Outcomes</b></p>	<p>There are two primary goals for this course:</p> <ul style="list-style-type: none"> <li>• to foster critical thinking and</li> <li>• achieve mastery of the subject matter.</li> </ul> <p>To fulfill these goals, the outcomes of the course will match those listed for each chapter of the text and the <i>Summary of Key Points</i> will serve as an easy way to check on mastery of the content.</p>														
<p><b>Materials</b></p>	<p><b>Required Text:</b> Ivancevich, Konopaske, and Matteson, <b>Organizational Behavior and Management</b>, (8th edition). McGraw Hill Irwin, 2008.</p> <p><b>Texts can be obtained by calling MBS Direct at 1-800-325-3252, or at Virtual Bookstore at <a href="http://www.mbsdirect.net">www.mbsdirect.net</a>. Credit cards and checks are accepted. Make sure you purchase the correct edition.</b></p>														
<p><b>Supplemental Resources</b></p>	<p>Instructor Supplied Materials; a three-ring binder will be useful for material distributed by the instructor.</p>														
<p><b>Grading</b></p>	<p>A student's final grade will be based on the</p> <ul style="list-style-type: none"> <li>• multiple choice/brief essay examinations (60 points),</li> <li>• the final project (20 points), and</li> <li>• classroom participation (20 points).</li> </ul> <p>Provision for a special assignment will allow a student the opportunity to raise his or her final score.</p> <p><b>The following table illustrates the range of final grades.</b></p> <p><b>Grades:</b></p> <table> <tr> <td>A</td> <td>94-100</td> </tr> <tr> <td>A-</td> <td>90-93</td> </tr> <tr> <td>B</td> <td>84-89</td> </tr> <tr> <td>B-</td> <td>80-83</td> </tr> <tr> <td>C</td> <td>70-79</td> </tr> <tr> <td>F</td> <td>Less Than 70</td> </tr> <tr> <td>I</td> <td>Incomplete Work</td> </tr> </table>	A	94-100	A-	90-93	B	84-89	B-	80-83	C	70-79	F	Less Than 70	I	Incomplete Work
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<p><b>Activities</b></p>	<p>Care will be taken to incorporate the backgrounds and experiences of class members as these relate to the content of the course.</p>														

	<p>There will be three examinations and an individual or small group project during the course. The exams and final project are designed to provide the student and instructor with objective measures of critical thinking skills and mastery of subject matter.</p>
<p><b>Policy Statements: University Policies</b></p>	<p><b><u>CONDUCT</u></b></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"> <li>1. All forms of dishonesty, cheating, plagiarism, or knowingly furnishing false information to the University.</li> <li>2. Obstruction or disruption of teaching, research, administration, disciplinary procedures, or other University authorized activities.</li> <li>3. Theft or damage to property at the University.</li> </ol> <p>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.</p> <p><b><u>ATTENDANCE POLICY</u></b></p> <p>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.</p> <p><b><u>MAKE-UP WORK REQUIREMENTS</u></b></p> <p>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.</p>

	<p>Students are responsible for any class material presented during their absence and any assignments due should be submitted prior to the absence, if possible.</p> <p><b>Drops and Withdrawals</b> 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.</p> <p><b>Special Services</b> If you need accommodations for a disability, please let the instructor know at the beginning of the course so that assistance can be provided.</p> <p><b><u>DISCLAIMER</u></b> This syllabus is intended to provide a basic structure to this course. It MAY be modified for class size, student competencies, etc.</p> <p>This syllabus is subject to change at the sole discretion of the instructor.</p>	
<b>Course Policies</b>		
<b>Weekly Schedule</b>	<b>Topic</b>	<b>Chapters</b>
<b>May 29</b>	<p>Personal introductions, backgrounds, and student expectations;</p> <ul style="list-style-type: none"> <li>• Review of syllabus, class requirements, and standards;</li> <li>• Expectations for classroom participation;</li> <li>• Introduction to Organizational Behavior</li> <li>• Organizational Culture</li> </ul>	<b>1-2</b>
<b>June 5</b>	<p><i>Review</i></p> <ul style="list-style-type: none"> <li>• Individual Differences and Work Behavior</li> <li>• Perceptions, Attributions, and Emotions</li> </ul>	<b>3-4</b>
<b>June 12</b>	<p><i>Exam I ( Chapters 1-4)</i></p> <ul style="list-style-type: none"> <li>• Motivation</li> <li>• Job Design, Work, and Motivation</li> </ul>	<b>5-6</b>

<b>June 19</b>	<i>Review</i> <ul style="list-style-type: none"> <li>• Evaluation, Feedback, and Rewards</li> <li>• Managing Misbehavior</li> <li>• Managing Individual Stress</li> </ul>	<b>7-9</b>
<b>June 26</b>	<i>Exam II (Chapters 5-9)</i> <i>Planning an Individual or Small Group Project</i> <ul style="list-style-type: none"> <li>• Groups and Teams</li> <li>• Managing Conflict and Negotiations</li> </ul>	<b>10-11</b>
<b>July 3</b>	<i>Review</i> <i>Elective Special Assignment</i> <ul style="list-style-type: none"> <li>• Power, Politics, and Empowerment</li> <li>• Communication</li> </ul>	<b>12-13</b>
<b>July 10</b>	<i>Exam III (Chapters 10-13)</i> <ul style="list-style-type: none"> <li>• Decision Making</li> <li>• Leadership</li> </ul>	<b>14-15</b>
<b>July 17</b>	<i>Review</i> <ul style="list-style-type: none"> <li>• Organizational Structure and Design</li> <li>• Managing Change and Innovation</li> </ul>	<b>16-17</b>
<b>July 24</b>	<b>Individual or Small Group Projects</b> NA	
<b>Additional Information</b>		