

Course	MNGT 5590 57 Organizational Behavior
Term	Fall 1, 2009, Ft. Sam Houston, Texas
Instructor	Name: Adelina S. Silva, Ph.D. Phone: 830-980-8800 (metro) Email: adelinasilva22@webster.edu
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	<p>Upon successful completion of this course students will be able to:</p> <ol style="list-style-type: none"> 1. Define, discuss, and recognize important terminology, facts, concepts, principles, analytical 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	Title: <i>Organizational Behavior</i> , 5th edition Author(s): Steven McShane and Mary Ann Von Glinow Publisher: McGraw-Hill, ISBN: 0073381233 or 9780073381237

Grading	Mid term Exam 30% Final Exam 30% Project Paper 30% Class Presentation/ Participation 10%
Activities	<p>Case studies will be provided and discussed in class for the purpose of applying learned concepts related to organizational behavior and organizational effectiveness. Workplace scenarios presented will assist students in developing competencies and skills required of professional managers and leaders in organizations. Students will problem solve in a classroom lab setting where all students and the professor will discuss, evaluate, critique, and make recommendations for enhanced analysis, interventions, strategies, assessments, and capabilities of students.</p> <p>Group work will allow students to work in “committee” settings typical of today’s workplace and work world settings. Interpersonal skills, including collaboration and negotiation skills, will be utilized and be challenged in demanding group work situations.</p>
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 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 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 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>Disturbances 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</p>

	<p>arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p> <p>Student Assignments Retained 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>Contact Hours for this Course 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>																														
Course Policies	This syllabus may be altered in the event of extenuating circumstances.																														
Weekly Schedule	<p>MCSHANE AND VON GLINOW BOOK</p> <table border="1"> <thead> <tr> <th>Week</th> <th>Topics</th> <th>Chapters in Text</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Introduction to the Field of Organizational Behavior Individual Behavior, Values, and Personality Group Assignments</td> <td>1 2</td> </tr> <tr> <td>2</td> <td>Perception and Learning in Organizations Workplace Emotions and Attitudes Discuss Project Papers</td> <td>3 4</td> </tr> <tr> <td>3</td> <td>Motivation in the Workplace Applied Performance Practices Work-Related Stress and Stress Management</td> <td>5 6 7</td> </tr> <tr> <td>4</td> <td>Decision Making and Creativity Foundations of Team Dynamics High Performance Teams</td> <td>8 9 10</td> </tr> <tr> <td>5</td> <td>Midterm Examination (Chapters 1-10) Project Paper Work Session</td> <td></td> </tr> <tr> <td>6</td> <td>Communications Power and Influence in the Workplace</td> <td>11 12</td> </tr> <tr> <td>7</td> <td>Conflict and Negotiation in the Workplace Leadership in Organizational Settings PROJECT PAPERS DUE</td> <td>13 14</td> </tr> <tr> <td>8</td> <td>Organizational Structure and Design Organizational Culture Organizational Change</td> <td>15 16 17</td> </tr> <tr> <td>9</td> <td>FINAL EXAM AND COURSE OVERVIEW</td> <td></td> </tr> </tbody> </table>	Week	Topics	Chapters in Text	1	Introduction to the Field of Organizational Behavior Individual Behavior, Values, and Personality Group Assignments	1 2	2	Perception and Learning in Organizations Workplace Emotions and Attitudes Discuss Project Papers	3 4	3	Motivation in the Workplace Applied Performance Practices Work-Related Stress and Stress Management	5 6 7	4	Decision Making and Creativity Foundations of Team Dynamics High Performance Teams	8 9 10	5	Midterm Examination (Chapters 1-10) Project Paper Work Session		6	Communications Power and Influence in the Workplace	11 12	7	Conflict and Negotiation in the Workplace Leadership in Organizational Settings PROJECT PAPERS DUE	13 14	8	Organizational Structure and Design Organizational Culture Organizational Change	15 16 17	9	FINAL EXAM AND COURSE OVERVIEW	
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