

Course	MNGT 5590 Organizational Behavior
Term	Summer, 2007
Instructor	Mary J. Pietanza Mpietanza@cox.net ; 760-632-1222 – home; 760-473-2234 - mobile
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	Upon successful completion of this course, the student will be able to: <ol style="list-style-type: none"> 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 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	<p><u>Organizational Behavior and Management</u></p> <p>Author: Ivancevich, John M. / Konopaske, Robert / Matteson, Michael T. Edition: 8TH 07 ISBN: 0-07-340508-6 Publisher: Richard D. Irwin, Inc</p> <p>Reading (Current Issues) Assignments: Students will be required to bring one relevant article from a business publication for discussion in class each week. Summaries should be provided for each student in the class. Periodicals such as WORKFORCE, Training or Training & Development Magazine, are examples of industry periodicals. Also, www.ODNetwork.org, among other similar web sites are good resources for organizational development information. All articles should be feature-length. The Instructor will provide additional supplemental readings as assigned in class.</p> <p>E-RESERVES: The course syllabus and assignments for this class can be found on E-Reserves (Available to students 24/7). The textbook for this class is NOT available on E-reserves. (http://ereserves.webster.edu)</p>

<p>Grading</p>	<p>Your course grade will be based on your scores on your examinations, papers, assignments, and your contributions to class discussions. All assignments should be submitted via email to the instructor prior to class on the night it is due. Additionally, a paper copy of the Group Research Paper should also be submitted to the instructor on the due date. Late assignments will have a negative effect on your grade. The different components will be weighted as follows:</p> <table border="1"> <thead> <tr> <th>ASSIGNMENT</th> <th>MAX POINTS</th> <th>% OF GRADE</th> </tr> </thead> <tbody> <tr> <td>Written Assignment</td> <td>15</td> <td>15%</td> </tr> <tr> <td>Mid Term Exam</td> <td>25</td> <td>25%</td> </tr> <tr> <td>Research Paper</td> <td>25</td> <td>25%</td> </tr> <tr> <td>Final Exam</td> <td>25</td> <td>25%</td> </tr> <tr> <td>Attendance/Participation/ In-class assignments</td> <td>10</td> <td>10%</td> </tr> <tr> <td>TOTAL</td> <td>100</td> <td>100%</td> </tr> </tbody> </table> <p>Letter grades will be assigned based on the percent of the total possible points (weighted according to the scale above) that you earned in the course. The scale is shown below.</p> <p>Percentage of Total Points 93 – 100 Points = A 90 – 92 Points = A- 87 – 89 Points = B+ 84 – 86 Points = B 80 – 83 Points = B- 70 – 79 Points = C < 70 Points = Fail</p> <p>A 100-93 – superior graduate work A- 92-90 – “ B+ 89-87 – Satisfactory graduate work B 86-84 – “ B- 83-80 – “ C 79-70 – Barely adequate graduate work F 69 and below – unsatisfactory work I – incomplete work ZF – incomplete which was not completed within one year – see catalog W – withdrawn from course IP In progress NR Not reported</p>	ASSIGNMENT	MAX POINTS	% OF GRADE	Written Assignment	15	15%	Mid Term Exam	25	25%	Research Paper	25	25%	Final Exam	25	25%	Attendance/Participation/ In-class assignments	10	10%	TOTAL	100	100%
ASSIGNMENT	MAX POINTS	% OF GRADE																				
Written Assignment	15	15%																				
Mid Term Exam	25	25%																				
Research Paper	25	25%																				
Final Exam	25	25%																				
Attendance/Participation/ In-class assignments	10	10%																				
TOTAL	100	100%																				
<p>Activities</p>	<p>Classes will include lectures, group exercises, and discussions of videos and short cases. Some individual exercises may be completed during class, but most will be completed outside class. All group exercises will be completed during class, and obviously cannot be made up individually later—you will simply not get credit for those missed group exercises. For all classes other than the first class, you are expected to have read the assigned chapters before class each week. This will enable you to participate in any exercises and to ask questions about material you didn't understand.</p> <p>There will be one midterm examination and a final examination. The examinations will consist primarily of short answers and short essay questions or exercises. The examinations will cover all of the assigned readings, even if the material was not discussed in class. In addition, you</p>																					

	<p>may be tested on information introduced in lectures, videos, or cases, but which is not covered in the textbook.</p> <p>In addition, you are expected to complete self-assessment exercises at the end of each chapter throughout the course. You only need to calculate your scores on the inventories, not copy each question. Your scores on the exercises will be turned in at one time at the end of the semester, unless instructed otherwise. In addition, there may be additional inventories or assignments that you will be responsible for completing as instructed.</p> <p>Finally, you will be required to write a paper analyzing a performance problem that involves issues in organizational behavior. You will be given detailed instructions on the paper, but in general you will identify and describe a performance problem in some organization, analyze the performance problem in terms of relevant organizational behavior theories, and suggest one or more plans that might help solve the problem. The most important part of the paper is your analysis of the problem and its causes, although research may help clarify your thinking and analysis. This paper should illustrate your abilities to analyze real-world situations and integrate the concepts you have learned during the course. Note that this is not a traditional term paper about some topic, nor is it a book report. The paper should not be longer than 10 pages, including the list of references, so you will need to be concise in your writing. Papers exceeding 10 pages may be penalized if the additional length was due to poor editing or writing.</p>
<p>Policy Statements: University Policies</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>Academic Honesty</p> <p><i>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.</i></p> <p>Drops and Withdrawals</p> <p><i>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.</i></p> <p>Special Services</p> <p><i>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.</i></p> <p>Disturbances</p> <p><i>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</i></p>

	<p><i>from the course.</i></p> <p>Student Assignments Retained</p> <p>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</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>
<p>Course Policies</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> <p>Academic Dishonesty: Webster University strives to preserve academic honor and integrity by repudiating all forms of academic and intellectual dishonesty, including cheating, fabrication, plagiarism, and facilitation of academic dishonesty. Academic dishonesty is unacceptable and may result in disciplinary action, as outlined in the Graduate Studies catalog.</p> <p>REQUIRED USE OF PASSPORTS: Students are required to use Webster University's online library, PASSPORTS (http://library.webster.edu). PASSPORTS offers access to many scholarly and professional publications free of charge. Check with the Academic Advisor or visit the website for more information about what is available via PASSPORTS.</p> <p>TURN-IT-IN PLAGIARISM DATABASE: Please note that the instructor will consult the Turn-it-In Plagiarism Database, which you may wish to visit. (http://library.webster.edu/turnitin.html)</p> <p>WRITING ASSISTANCE: All students are encouraged to submit their research papers to the Webster On-Line Writing Center for review and assistance. (http://www.webster.edu/acadaffairs/asp/wc/online.html).</p>
<p>Weekly Schedule</p>	<p>IVANCEVICH, KONOPASKE & MATTESON BOOK</p> <p>March 19th – Introduction to Organizational Behavior; Organization Culture; Distribution and discussion of Research Paper Assignments (including Written Assignment). (Please read Chapters 1 and 2 prior to the beginning of this class.)</p> <p>March 26th – Individual Differences and Work Behavior; Perceptions, Attributions and Emotions. Research Paper Topics Due (Please read Chapters 3 and 4 prior to the beginning of this class.)</p> <p>Week 3 TBD – Motivation; Job Design, Work and Motivation Written assignment is due. (Please</p>

	<p>read Chapters 5 and 6 prior to the beginning of this class.)</p> <p>April 9th – Evaluation, Feedback and Rewards; Managing Misbehavior Midterm examination is assigned. (Please read Chapters 7 and 8 prior to the beginning of this class.)</p> <p>April 16th – Managing Individual Stress; Groups and Teams Midterm examination is due. (Please read Chapters 9 and 10 prior to the beginning of this class.)</p> <p>April 23rd – Managing Conflict and Negotiations; Power, Politics and Empowerment. (Please read Chapters 11 and 12 prior to the beginning of this class.)</p> <p>April 30th – Communication; Decision-Making (Please read Chapters 13 and 14 prior to the beginning of this class.)</p> <p>May 7th – Leadership; Organizational Structure and Design; Managing Change and Innovation. Research paper is due. (Please read Chapters 15, 16 and 17 prior to the beginning of this class.)</p> <p>May 14th – Final Examination</p>
Additional Information	<i>Other assignments, readings, class presentations, etc. will be posted on eReserves. The access information will be announced the first night of class.</i>

Copyright © 2005 – 2006, School of Business & Technology, Webster University. All rights reserved.