Webster
UNIVERSITY

Joint Base Anacostia-Bolling · George Herbert Walker School of Business & Technology · Management

Organizational Behavior MNGT-5590

SU 2021   Section 34   3 Credits   05/31/2021 to 07/30/2021   Modified 05/19/2021

🕐 Meeting Times

Lecture

Tuesdays: 6:00-10:00 EST

Class will be held via Zoom – the links will be posted in the course shell in WorldClassroom.

The course start time posted is EDT so if CT: 5 pm, MT: 4 pm, PT: 3 pm for the start of class.

👤 Contact Information

Instructor: Dr Roderick French

Email: roderickfrench36@webster.edu
Phone: 703-307-3255

Office hours will be by appointment or directly after class.

💻 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.

Requisites

None

📊 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 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.

🌐 Required Textbook

Renz/Organizational Behavior

Author: McShane Von Glinow
Publisher: MCG
Edition: 4th
ISBN: 978-1259927676

📑 Materials

Textbook title and ISBN posted here:

http://www.bkstr.com/websteronlinestore/home

Start here - follow drop down menus

Deliverables

Your course grade will be based on your scores on your examinations, papers, assignments, and your contributions to class discussions. These different components will be weighted as follows:

Case Study: 30%

Paper: 30%

Assignments and Self Assessments: 20%

Class Participation: 10%

Final Presentation: 10%

Evaluation

Criteria

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.

There will be one Case Study and a Final examination. The examinations will consist primarily of case studies, or short answers, and or 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 may be tested on information introduced in lectures, videos, or cases, but which is not covered in the textbook.

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.

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.

Schedule

When	Topic	Notes

WEEK 1
Zoom
	Introduction	**Introductions & Course overview**
		
		Syllabus review: Assignments, Course Policies, etc
		
		 TOPICS:
		
		   ○ Individual Behavior Process
		   ○ Team Process
		
		CHAPTERS IN TEXT COVERED: (read before class): Chs. 1, 2 & 3

When	Topic	Notes
WEEK 2 Zoom	Organization Culture	TOPICS: - Organizational Culture - Workplace Emotions - Employee Motivation - Decision Making CHAPTERS IN TEXT COVERED: (read before class): Chs. 4, 5, & 6
WEEK 3 Zoom	Team Dynamics	TOPICS: - Team Dynamics (part 2): **Submit one page paper on this topic** Case Study - Overview & discussion CHAPTERS IN TEXT COVERED: (read before class): Chs. 7, 8, & 9
WEEK 4 Zoom	Conflict Negotiation	TOPICS: - Conflict(s) - Negotiation - Leadership *Case study due week 5 - any questions or concerns share tonight.* CHAPTERS IN TEXT COVERED: (read before class): Chs. 10 & 11
WEEK 5 Zoom	Organization Resistance	Case study due - Organizational Resistance CHAPTERS IN TEXT COVERED: (read before class): Chs. 12 & 13
WEEK 6 Zoom	Organizational Change	TOPICS: - Organizational Change - Leadership in the Virtual World CHAPTERS IN TEXT COVERED: (read before class): Chapter 14
WEEK 7 Zoom	Organizational Process	Organizational Process Papers are due Presentations
WEEK 8 Zoom/WorldClassroom	Transformational Leadership	Transformational Leadership - disccussion board Presentations continue/end
WEEK 9 Zoom/WorldClassroom	Final	Final Presentations Final Exam ONLINE EVALUATION: https://evaluation.webster.edu - *available weeks 8 & 9,* posted in WorldClassroom as well

✳ Course Policies

ATTENDANCE:

Students are expected to attend all scheduled classes. In case of an unavoidable absence, the student must contact the instructor **prior to or immediately after the absence.** The student is subject to appropriate academic penalty for incomplete or unacceptable work.

Students missing class are required to provide the instructor with a **two to four page summary** of each chapter assigned for the week of the absence plus written responses to certain questions at the end of the chapters if appropriate. Material is to be turned in **during the next class session following the absence.** If an oral report is scheduled for the class when the student is absent, arrangements must be made for the presentation to be made at some other time that is convenient and appropriate for the class.

Assignments Graded: see Grading Requirements above in the Evaluation section

**Please silence all cell phones during class (set to vibrate for emergency calls is acceptable). Even while meeting remotely a ringing phone can be distracting.

🏛 Institutional Policies

Academic Policies

Academic policies provide students with important rights and responsibilities. Students are expected to familiarize themselves with all academic policies that apply to them. Academic policies for undergraduate students can be found in the Undergraduate Studies Catalog; graduate students should review the Graduate Studies Catalog.

Undergraduate Studies Catalog

The Undergraduate Studies Catalog contains academic policies that apply to all undergraduate students. The *academic policies and information* section of the catalog contains important information related to **attendance, conduct, academic honesty, grades, and more**. If you are an undergraduate student, please review the catalog each academic year. The current Undergraduate Studies Catalog is at:

> http://www.webster.edu/catalog/current/undergraduate-catalog/ (http://www.webster.edu/catalog/current/undergraduate-catalog/)

Graduate Studies Catalog

The Graduate Studies Catalog contains academic policies that apply to all graduate students. The *academic policies* section of the catalog contains important information related to **conduct, academic honesty, grades, and more**. If you are a graduate student, please review the catalog each academic year. The current Graduate Studies Catalog is at:

> http://www.webster.edu/catalog/current/graduate-catalog/ (http://www.webster.edu/catalog/current/graduate-catalog/)

Grading

The Grades section of the academic catalog outlines the various grading systems courses may use, including the information about the final grade reported for this class.

> *Undergraduate*
> http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html#grading (http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html#grading)

> *Graduate*
> http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html#grades (http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html#grades)

Incomplete

There are important policies that govern grades of Incomplete (I), including the circumstances under which Incomplete grades are granted, deadlines for completion, and consequences should the remaining course work not be completed. It is the responsibility of a student who requests an Incomplete to ensure that he/she understands and follows the policies.

Grade Appeals

Instructors are responsible for assigning grades, and student should discuss grade issues with the instructor. Policies and procedures for appealing grades are available in the appropriate catalog.

Academic Honesty Policy

Webster University is committed to academic excellence. As part of our Statement of Ethics, we strive to preserve academic honor and integrity by repudiating all forms of academic and intellectual dishonesty, including cheating, plagiarism and all other forms of academic dishonesty. Academic dishonesty is unacceptable and is subject to a disciplinary response. Students are encouraged to talk to instructors about any questions they may have regarding how to properly credit others' work, including paraphrasing, quoting, and citation formatting. The university reserves the right to utilize electronic databases, such as Turnitin.com, to assist faculty and students with their academic work.

The University's Academic Honesty Policy is published in academic catalogs:

> *Undergraduate*
> http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html (http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html)

Graduate
http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html
(http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html)

As a part of the University commitment to academic excellence, the Academic Resource Center provides student resources to become better acquainted with academic honesty and the tools to prevent plagiarism in its many forms:

http://www.webster.edu/arc/plagiarism_prevention/ (http://www.webster.edu/arc/plagiarism_prevention/)

Statement of Ethics

Webster University strives to be a center of academic excellence. The University makes every effort to ensure the following:

- The opportunity for students to learn and inquire freely
- The protection of intellectual freedom and the rights of professors to teach
- The advancement of knowledge through scholarly pursuits and relevant dialogue

To review Webster University's statement of ethics, see the Undergraduate Studies Catalog and the Graduate and Studies Catalog:

Undergraduate
http://www.webster.edu/catalog/current/undergraduate-catalog/overview.html#ethics
(http://www.webster.edu/catalog/current/undergraduate-catalog/overview.html#ethics)

Graduate
http://www.webster.edu/catalog/current/graduate-catalog/ethics.html (http://www.webster.edu/catalog/current/graduate-catalog/ethics.html)

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, the content must be covered at another time.

Important Academic Resources

Academic Accommodations

Webster University makes every effort to accommodate individuals with academic/learning, health, physical and psychological disabilities. To obtain accommodations, students must identify themselves and provide documentation from a qualified professional or agency to the appropriate campus designee or the Academic ADA Coordinator at the main campus. The Academic ADA Coordinator may be reached at 314-246-7700 or disability@webster.edu (mailto:disability@webster.edu).

If you have already identified as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor of the accommodations you will require for this class at the beginning of the course.

Academic Resource Center

Additional support and resources may be accessed through the Academic Resource Center (ARC). Support and resources include academic counseling, accommodations, assistive technology, peer tutoring, plagiarism prevention, testing center services, and writing coaching. Visit www.webster.edu/arc (http://www.webster.edu/arc) or Loretto Hall 40 on the main campus for more information.

Student Success Portal

Webster University's Student Success Portal, powered by Starfish, is a communications tool to connect students with faculty members and campus support services. It allows faculty and staff members to communicate with you regarding academic achievements as well as areas where support may be helpful. You may use the portal to contact faculty and staff members for assistance and to arrange meetings. Activity in the portal will be communicated to your Webster University email account. The Student Success Portal is available via your course home page in WorldClassRoom or via Connections. Learn more about the Student Success Portal at http://www.webster.edu/success/students.html (http://www.webster.edu/success/students.html).

University Library

Webster University Library is dedicated to supporting the research needs and intellectual pursuits of students throughout the University's worldwide network. Resources include print and electronic books, journal articles, online databases, DVDs and streaming video, CDs and streaming music, datasets, and other specialized information. Services include providing materials at no cost and research help for basic questions to in-depth exploration of resources. The gateway to all of these resources and services is http://library.webster.edu (http://library.webster.edu/). For support navigating the library's resources, see http://libanswers.webster.edu/ (http://libanswers.webster.edu/) for the many ways to contact library staff.

Drops and Withdrawals

Drop and withdrawal policies dictate processes for students who wish to unenroll from a course. Students must take proactive steps to unenroll; informing the instructor is not sufficient, nor is failing to attend. In the early days of the term or semester, students may DROP a course with no notation on their student record. After the DROP deadline, students may WITHDRAW from a course; in the case of a WITHDRAW, a grade of W appears on the student record. After the WITHDRAW deadline, students may not unenroll from a course. Policies and a calendar of deadlines for DROP and WITHDRAW are at:

Undergraduate
http://www.webster.edu/catalog/current/undergraduate-catalog/enrollment.html
(http://www.webster.edu/catalog/current/undergraduate-catalog/enrollment.html)

Graduate
http://www.webster.edu/catalog/current/graduate-catalog/enrollment.html (http://www.webster.edu/catalog/current/graduate-catalog/enrollment.html)

Academic Calendar - http://www.webster.edu/academics/academic-calendar/ (http://www.webster.edu/academics/academic-calendar/)

Current tuition rates, policies, and procedures, including details of pro-rated tuition refunds, are available in the "Tuition, Fees, and Refunds" section of Webster's Academic Catalogs:

Undergraduate
http://www.webster.edu/catalog/current/undergraduate-catalog/tuition.html
(http://www.webster.edu/catalog/current/undergraduate-catalog/tuition.html)

Graduate
http://www.webster.edu/catalog/current/graduate-catalog/tuition.html (http://www.webster.edu/catalog/current/graduate-catalog/tuition.html)

Student Handbook and Other Important Policies

Student handbook and other non-academic policies may apply to you and may impact your experience in this class. Such policies include the student code of conduct, privacy, technology and communications, and more. Please review the handbook each year and be aware of policies that apply to you. The handbook is available at:

http://www.webster.edu/student-handbook/ (http://www.webster.edu/student-handbook/)

Sexual Assault, Harassment, and Other Sexual Offenses

Webster University makes every effort to educate the community to prevent sexual assault, harassment, and other sexual offenses from occurring, and is committed to providing support to those affected when this behavior does occur. To access information and resources or to review the Policy on Sexual Assault, Harassment, and Other Sexual Offenses, visit:

http://www.webster.edu/sexual-misconduct/ (http://www.webster.edu/sexual-misconduct/)

Research on Human Subjects

The Webster University Institutional Review Committee (IRB) is responsible for the review of all research on human subjects. The IRB process applies to all Webster University faculty, staff, and students and must be completed prior to any contact with human subjects. For more information on the IRB, visit:

http://www.webster.edu/irb/index.html (http://www.webster.edu/irb/index.html)

Course Evaluations

At the end of this course, you will have the opportunity to provide feedback about your experience. Your input is extremely valuable to the university, your instructor, and the department that offers this course. Please provide your honest and thoughtful evaluation, as it helps the university to provide the best experience possible for all of its students.

Important Technology Information

Connections Accounts

Webster University provides all students, faculty, and staff with a University email account through Connections. Students are expected to activate their Connections account and regularly check incoming University email. Students may choose to have their University email forwarded to an alternate email address. Connections account holders can call the Help Desk (314-246-5995 or toll free at 1-866-435-7270) for assistance with this setup. Instructions are also provided on the Information Technology website at:

[http://www.webster.edu/technology/service-desk/ (http://www.webster.edu/technology/service-desk/)](http://www.webster.edu/technology/service-desk/)

WorldClassRoom

WorldClassRoom is Webster's Learning Content Management System (LMS). Your instructor may use WorldClassRoom to deliver important information, to hold class activities, to communicate grades and feedback, and more. WorldClassRoom is available using your Connections ID at:

[https://worldclassroom.webster.edu/ (https://worldclassroom.webster.edu/)](https://worldclassroom.webster.edu/)

Webster Alerts

Webster Alerts is the University's preferred emergency mass notification service, available free to current students, faculty and staff at all US campuses. By registering a valid cell phone number and email address, you will receive urgent campus text, voice mail and email communications. Valuable information concerning a range of incidents affecting you - from weather-related campus closures, class delays and cancellations, to more serious or life-threatening events - are immediately and simultaneously delivered through multiple communication channels. To register for Webster Alerts, visit:

[http://www.webster.edu/technology/services/webster-alerts/ (http://www.webster.edu/technology/services/webster-alerts/)](http://www.webster.edu/technology/services/webster-alerts/)

🌐 Campus Information

Due to the Education Centers not re-opening *as of yet* in the DC region as of yet due to the pandemic ***please*** meet via Zoom for the Summer term.

Instructors will post the meetings in WorldClassroom/Canvas for students to log in each week (added security measure). On the left side with all the hyperlinks there will be one for Zoom.

We recommend Chrome for the browser and please mute yourself when not speaking, also only you are able to unmute yourselves in Zoom. If there are many participants it also might be wise to disengage video too (or if bad weather) if low band width messages continually appear.

Webster University - Joint Base Anacostia-Bolling:

112 Brookley Avenue

Joint Base Anacostia-Bolling, DC 20032

Phone (202) 561-4382

bolling@webster.edu

☰ Additional Items

Emerson Library: library.webster.edu

There is a live chat feature - home page, contact a librarian (middle of page, middle box): Chat with a librarian on left side (might have to scroll down a bit) - accessible 24 hours a day.

The WSBT subject librarian is:

Business & Management	[Mary Anne Erwin](mailto:)	800-985-4279	maerwin@webster.edu

Please use these excellent resources!

Additionally in WorldClassroom - select HELP, scroll to Other Resources and there are links to many departments including ARC: Academic Resource Center, Writing Center, Petitions to Graduate, etc