

TENNESSEE STATE UNIVERSITY
COLLEGE OF BUSINESS
DEPARTMENT OF BUSINESS ADMINISTRATION

Course: MGMT 6020: Behavior Organizations
Class Hours: Thursday 5:30 pm – 8:30 pm
Class Venue: AWC 272.
Instructor: Kenneth Kungu, Ph.D.
Semester: Spring 2013.
Office: Room K429, Avon Williams Campus.
Office Hours: Mon & Tues: 9:30 a.m. - 1:30 p.m. Wed 9:30 a.m. – 11:30 p.m.
Other times by appointment.
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Required Textbook:

Greenberg, J. (2005). *Managing Behavior in Organizations* (5th ed.). Upper Saddle River, NJ: Pearson.

Additional Readings/Exercises: To be handed out in class.

Class Web Site:

This class will have a web site based on Elearn. Assignments, slides and other class material will be posted on the site. Go to <https://elearn.tnstate.edu/>

Course Description:

This course focuses on personal and interpersonal effectiveness within organizational environments. Emphasis is on development of individual skills in self-awareness, self-management, and relating to other individuals within small-group and organizational contexts. Students will assess their individual style of relating to others. The course is highly experiential, and is built around a variety of self-assessment instruments, experiential learning exercises, and small group activities. Covers such topics as sensory modalities, social perception, goal formulation, self-directed learning, interpersonal communication and influence, and the changing work contract. Optional topics may include the management of time, stress, health, conflict, and/or change. Prerequisite: MGMT 3010 or equivalent.

Course Goals:

- Discuss the impact of individual behavior on an organization
- Discuss the stressors of organizational life
- Understand the nature of careers
- Identify factors of job satisfaction and organizational commitment
- Discuss group behavior and its impact on the organization
- Discuss teams and team performance
- Determine how decisions are made in organizations

- Discuss leadership theories
- Understand the role that organizational culture and climate plays in the development of an organization
- Discuss various organizational structures
- Understand organizational change

Method of instruction will be lectures and class discussions.

Course Requirements

Attendance: Attendance will be taken from the first day of class. Students are expected to attend all classes, unless they have a university-sanctioned excuse. Failure to attend classes will affect your participation grade. Should a student miss more than three classes without a university-sanctioned excuse, he or she will receive an 'F' for the course. If a class is missed, it is the student's responsibility to get with a classmate to get caught up with materials covered in class. Arriving late and leaving early is unprofessional behavior and disruptive and will be considered as partial attendance. Two late arrivals or early departures will be considered an absence.

Class Participation: Class participation refers to taking part in class discussions by sharing one's own experiences or perspectives in class. It also includes completing in-class and out-of-class assignments as individuals or in groups. Complying with the above will ensure a full participation grade. Late assignments will not be accepted.

Cheating: The student handbook states: Plagiarism, cheating, and other forms of academic dishonesty are prohibited. Students guilty of academic misconduct, either directly or indirectly through participation or assistance, are immediately responsible to the instructor of the class. In addition to other possible disciplinary sanctions that may be imposed through the regular institutional procedures as a result of academic misconduct, the instructor has the authority to assign an F or a zero for the exercise or examination, or to assign an F in the course. If the student believes that he or she has been erroneously accused of academic misconduct, and if his or her final grade has been lowered as a result, the student may appeal the case through the appropriate institutional procedures (Student Handbook, p. 14 for Disciplinary procedures.)

Method of Evaluation. The final grade will be calculated based on the following:

Participation	10%
Written Exams (3 in-class)	40%
Team Project	30%
Journal Paper Reading and Presentation	10%
Individual papers	10%

The grading scale is:

100%-90% = A; 89%-80% = B; 79%-70% = C; 69%-60% = D; 59% or less =

Participation: (10%)

Participation grade will include both attendance and class participation as described earlier in this syllabus. To earn full participation grade, attend all classes, participate in class discussions, and complete in-class and out-of-class assignments in a timely manner. Students are expected to come to class prepared to participate in classroom discussions.

Exams: (40%)

There will be three in-class written exams which will include a mid-term and final. This may comprise a mix of multiple-choice questions, true-false questions and short answers. Except in extreme cases, all exams must be taken during the appointed times.

Assigned Reading and Presentation (10%)

Each student will read an assigned journal article, summarize it and make a 10 minute presentation to the class. These articles will be related to a topic in Organization Behavior. The instructor will provide the articles. Each student will make one such presentation during the semester. Each student will also prepare two questions for class discussion based on their presentation and facilitate that discussion.

Individual Papers (10%)

Each student will complete two out-of-class individual assignments. These may be in the form of case studies, research questions or personal opinion write-ups on topics covered in class. These assignments will be due at the end of the class period of the due date.

Team Project: (30%)

Students will be organized into teams (2 members) for an organizational analysis class project. This project is designed to allow teams to consult with the organization, identify and investigate an organizational issue and provide recommendations for change. This project will involve identification of an OB issue, review of related literature, data collection and analysis, preparation of a report with the findings (15-20 pages). The report should include summary/abstract, introduction, review of related literature, methodology, results, and conclusions. There will be a 10 minute presentation by each group. Students will be expected to meet as groups outside of class in order to complete the project. Portions of the project will be due prior to the final project deadline. These deadlines will be announced in class. Peer evaluations will be used to evaluate individual contributions to the team project.

TENTATIVE CLASS SCHEDULE

Date	Topic and Readings
17 Jan	Introduction and Syllabus
24 Jan	The Field of Organization Behavior (Chapter 1) <i>Team Formation</i>

31 Jan	Organizational Justice, Ethics, and Corporate Social Responsibility (Chap. 2) <i>Journal Readings Assignment and Team Formation</i>
7 Feb	Psychological Processes in Organizations: Personality, Perception, and Learning (Chap. 3) <i>Project Proposal</i>
14 Feb	Coping with Organizational Life: Emotions and Stress (Chap. 4)
21 Feb	<i>Frank Miller Leadership Dinner</i>
28 Feb	Work-Related Attitudes: Prejudice, Job Satisfaction, and Organization Commitment (Chap. 5)
7 Mar	What Motivates People to Work (Chapter 6) <i>Exam 1</i> <i>Team Project review/discussions, literature review reference list</i>
11 - 17	SPRING BREAK WEEK
21 Mar	Interpersonal Behavior in the Workplace (Chap. 7)
28 Mar	Organizational Communication (Chap. 8)
4 Apr	Group Processes and Work Teams (Chap. 9) Making Individual and Group Decisions in Organizations (Chapter 10) <i>Exam 2</i>
11 Apr	The Quest for Leadership (Chap. 11)
18 Apr	Culture, Creativity, and Innovation (Chap. 12) Designing Effective Organizations (Chap. 13)
25 Apr	Managing Organizational Change: Strategic Planning and Organizational Development (Chap. 14)
2 May	Presentations and Class Wrap-up <i>Due: Team Project Paper and presentation</i>
3 May -10 May	FINALS WEEK (Final Exam – University Schedule) Exam 3

Note: Class schedule subject to change. Any changes to the schedule will be communicated in class.