

College of Business

Tennessee State University

Spring 2013 MGMT 4050 Course Syllabus

LOCATOR INFORMATION:

Course Name: Organizational Behavior

Credit Hours: 3

Contact Hours: 3

INSTRUCTOR:

Name: Dr. Carrie Hurst
Office: K-444
Phone: 615-963-7341
E-mail: churst@tnstate.edu

Office Hours:

Mondays 2:30-5:30pm
Tuesdays 9:00-11:15am; 12:45-2:00pm (online)
Thursdays 9:00-11:15am; 12:45-2:00pm (online)

Textbook (required): Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2010). Organizational Behavior: Essentials for Improving Performance and Commitment. ISBN: 9780078112553

Course Description: Theoretical foundations for the study and analysis of human behavior in complex social organizations and of related managerial problems and challenges. A study of management and behavioral science concepts. Techniques and research as applied toward increasing human productivity and individual and group satisfaction in organizational settings.

Course Objectives: At the end of the course, students will understand:

1. Definition of organizational behavior (OB), contributing disciplines, challenges and opportunities.
2. Foundations of individual behavior, ability and human learning.
3. Work attitudes and their relationships to behavioral outcomes within organizations.
4. Human personality, measurements of personality, application to organizational settings.
5. Group behavior, building strong groups, group activities and group decision making.
6. Methods of evaluating the organization for effective OB Management.

Course Prerequisites: MGMT 3010

Policies:

Attendance: Starting the first class of the semester, the instructor will take attendance. Should a student miss more than two classes without a university- sanctioned excuse, he or she will receive an 'F' for the course. Arriving after roll has been called is considered an absence. Do NOT ask to be added to the roll after the class has begun. Arriving late and leaving early is unprofessional behavior

and disruptive. Students who leave class early will be marked absent and if they habitually leave class, they will be dropped from the course.

Classroom Conduct: Inappropriate and disruptive behavior in the classroom will not be tolerated, and students who engage in such behaviors will be asked to leave. Unacceptable behaviors include, but are not limited to, talking loudly about non-class matters, using computers when not necessary, using profanity, reading non-class materials, text messaging or taking phone calls, and sleeping.

Students with Disabilities: TSU does not discriminate on the basis of an individual's disability and complies with section 504 and Public law 101-366 (Americans with Disabilities Act) in its admissions, accessibility, treatment, and employment of individuals in its programs and activities, as defined under the law, who are otherwise qualified to meet the institution's academic and employment requirements. Students needing assistance may call (615) 963-7400. It is the student's responsibility to follow the procedures outlined by TSU if accommodation is needed.

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.)

Exams: A combination of multiple choice, true-false, matching, short answer and essay formats may be used. Tests will cover material from the text and lectures and students may be required to read a case to complete the exam. The instructor will not administer individual make-up exams. If you know that you will be unable to take an exam during its scheduled time and have a university sanctioned excuse, you may be able to take the exam at an *earlier* time, but must make arrangements in advance. If any students have finished the exam and left the testing area, no more exams will be distributed. Students may not leave the testing area once the test has been administered or they will not be able to continue to work on it.

Reflection Papers: Reflection papers should be two pages, double-spaced, in 12-pt Times New Roman font with 1-inch margins. Your assignment is to reflect on the assigned topic/question and justify your response. You are encouraged to reflect on your own experiences in your response. Papers are due at the beginning of class on the date assigned or in advance if you must miss a class for any reason.

- Paper 1: Which theory do you think best explains job satisfaction?
- Paper 2: Should managers focus on removing stressors or helping employees cope with stress?
- Paper 3: Choose only one of the following questions: a) What is the ideal work environment for you in terms of motivation? or b) What is the best way to encourage ethical behavior in organizations?
- Paper 4: Should companies hire based on personality characteristics?
- Paper 5: Describe the sources of power you use to influence others and anything else from the chapter that describes how you view your own leadership ability.

In-Class Assignments: These will be completed either in class as groups or individuals or assigned as out-of-class homework to be discussed later in class. Any materials completed outside of class must be double-spaced and typed in 12 point Times New Roman font with 1-inch margins and are due at the beginning of the class period. In-class assignments are due upon completion in class. Late assignments and make-up assignments will not be accepted, as these are designed to facilitate class participation/discussion. All assignments should be the work of the student turning them in. In the case of duplicate assignments (unless instructed to complete assignments as a group), both students will receive zeros and can be dropped from the course.

OB in the News: You will be assigned to a team and a chapter topic in order to complete a 10-15 minute presentation on something you found in the recent media (e.g., newspaper, magazine, television) related to the topic. This *should not* be a Google search for a random article that

contains one or two of your search terms. Instead, this *should* be a story that is recent and relevant to the topic we'll be discussing. For example, if the topic is job satisfaction, try recent news story that might have implications for employees' job satisfaction with a Nashville employer. All presentations must include a) what you found b) its relevance for IB, and c) your source(s). Bring copies of a handout for all students.

Grading: Your final grade will be computed in the following manner:

Midterm: 25%

Final Exam: 25%

Reflection Papers: 25%

In Class Assignments: 15%

OB in the News: 10%

Total: 100%

A = 90+, B = 89.9-80.0, C = 79.9-70.0, D = 69.9-60.0, F=59.9-0

TENTATIVE SCHEDULE

| <i>Date</i> | <i>Topic</i> | <i>Reading</i> | <i>Due*</i> |
|--------------------|---|-----------------------|-------------------------------------|
| 1/18 | Organizational Behavior: An Overview | Syllabus & Chapter 1 | |
| 1/25 | Performance and Commitment | Chapter 2 | OB in the News Topic Sign-Up |
| 2/1 | Job Satisfaction | Chapter 3 | Reflection Paper 1 |
| 2/8 | Stress | Chapter 4 | Reflection Paper 2 |
| 2/15 | Motivation | Chapter 5 | |
| 2/22 | Truth, Justice, and Ethics | Chapter 6 | Reflection Paper 3 |
| 3/1 | Learning and Decision Making | Chapter 7 | |
| 3/8 | Personality, Cultural Values, and Ability | Chapter 8 | Reflection Paper 4 |
| 3/15 | Spring Break | Spring Break | Spring Break |
| 3/22 | Midterm (Ch 1-7) | Midterm (Ch 1-7) | Midterm (Ch 1-7) |
| 3/29 | Teams | Chapter 9 | |
| 4/5 | Leadership | Chapter 10 | Reflection Paper 5 |
| 4/12 | Organizational Structure | Chapter 11 | |
| 4/19 | Organizational Culture | Chapter 12 | |
| 4/26 | Course Summary | | |
| 5/3 | Final Exam (Ch 8-12) | Final Exam (Ch 8-12) | Final Exam (Ch 8-12) |

***Notes: Schedule subject to change at instructor's discretion. In-class assignments not listed. Exam dates will not change and will be administered on the dates listed above.**