Organizational Behavior and Theory

Course Description:
The course is a graduate level study of individual, group, and intergroup behavior within organizations. Issues discussed include personality differences, power, politics, interpersonal relations, conflict management, work environment, satisfaction, performance, and team building. Prerequisites: MGMT 5310 or equivalent.

Course Purpose:
The purpose of this course is to provide the student with a strategic perspective of organizational behavior and its impact/influence on decision making and performance. Such understanding will be emphasized within a framework that focuses on ethical business behavior and the implications of individual and organizational ethics in building long-term organizational relationships, and meeting the challenges of a global economy.

Learning Objectives:
By the end of this course, the students will have:
- An enhanced ability to manage organizations and their members by improving the skills for identifying causes of organizational events and devising action plans for influencing future events and behaviors.
- An increased understanding of the roles of theory and research in management decision making.
- Additional critical thinking skills for identifying organizational dynamics based on existing theories and research as applied to case-study analysis.
- Interpret and integrate concepts and strategies into business practices.
- Develop a working relationship with contemporary management challenges for the purpose of understanding, developing, analyzing, and preparing for consideration of management decisions.

Major Course Requirements:
- Chapter Discussions 20 points per chapter over 12 chapters (24%) 240 points
- Chapter Assignments 20 points per chapter over 13 chapters (26%) 260 points
- Open-book exam for chapter 1 (2%) 20 points
- Weekly closed-book exams 50 points per chapter over chapters 2-12 and 14 (30 %) 300 points
- Discussion leader for one chapter as assigned (8 %) 80 points
- Integrative assignment (10 %) 100 points
Total (100%) 1000 points

Required Materials:
Students may purchase Connect+ with the digital smartbook without a hard copy of the text through Mc-Graw-Hill.

Other Readings and videos as assigned.

Websites Used:
- Blackboard https://bb9.tamucc.edu/ and
- Connect http://connect.mcgraw-hill.com/ (also linked through Blackboard)
Grading: (scores are not rounded up to the next higher grade)

A = 900 – 1000 points
B = 800 – 899.9 points
C = 700 – 799.9 points
D = 600 – 699.9 points
F = below 600 points

Course Policies:

General Student Performance Expectations - Students will be expected to complete every assignment on time. Students are expected to read, analyze, and study all assigned material to complete the assignments. All chapter material is the responsibility of the student to read and understand. WebEx (online discussion will be held weekly to answer student questions and provide assistance as needed. Students are also welcome to email their questions or call me in the office.

All written assignment should be submitted on time through Blackboard. The Connect assignments can also be accessed directly through the McGraw-Hill Connect website. In general, late assignments will not be given a grade. Any approved make-ups will be on a case-by-case basis. It is very important that each student stay current in the course.

Exams – The first exam will be given to students as an open-book introduction to the course. This is to familiarize the students with the type of questions that will be asked on the remaining exams. All remaining exams will be closed-book, closed-notes and proctored using Examity®. In this fully online class, you will take your tests remotely and they will be proctored by a service called Examity®. To use Examity®, you will need to make sure you meet the following technical requirements:

- You must take your exam on a computer with a webcam and a microphone (both built-in and external are fine.)
- You must take your exam from a location with sufficient internet speed: at least 700KBPS upload and download speed. You can test your internet speed at http://www.speedtest.net

If you have any questions or concerns, you can contact Examity’s technical support team 24/7 via email at support@examity.com or phone at (855)-392-6489.

Examity® involves third party charges. Exam-proctoring charges may range from $3 - $31.50 per exam. Students may be required to schedule exams at least 24 hours in advance or incur late scheduling charges. All costs for exams are the responsibility of the student. Students are also responsible for providing webcams and microphones to be used in test proctoring.

Academic Integrity/Plagiarism

University students are expected to conduct themselves in accordance with the highest standards of academic honesty. Academic misconduct for which a student is subject to penalty includes all forms of cheating, such as illicit possession of examinations or examination materials, falsification, forgery, complicity or plagiarism. (Plagiarism is the presentation of the work of another as one’s own work.) In this class, academic misconduct or complicity in an act of academic misconduct on an assignment or test will result in a zero the first time and failing the course for any additional offence.

Dropping a Class

I hope that you never find it necessary to drop this or any other class. However, events can sometimes occur that make dropping a course necessary or wise. Please consult with me before you decide to drop to be sure it is the best thing to do. Should dropping the course be the best course of action, you must initiate the process to drop the course by going to the Student Services Center and filling out a course drop form. Just stopping attendance and participation WILL NOT automatically
result in your being dropped from the class. April 10, 2015 is the last day to drop a class with an automatic grade of “W” this term.

**Preferred methods of scholarly citations**

All referenced material should use APA citations and referencing.

**Classroom/professional behavior**

Texas A&M University–Corpus Christi, as an academic community, requires that each individual respect the needs of others to study and learn in a peaceful atmosphere. Under Article III of the Student Code of Conduct, classroom behavior that interferes with either (a) the instructor’s ability to conduct the class or (b) the ability of other students to profit from the instructional program may be considered a breach of the peace and is subject to disciplinary sanction outlined in article VII of the Student Code of Conduct. Students engaging in unacceptable behavior may be instructed to leave the classroom. This prohibition applies to all instructional forums, including classrooms, electronic classrooms, labs, discussion groups, field trips, etc.

**Grade Appeals**

As stated in University Procedure 13.02.99.C2.01, Student Grade Appeal Procedures, a student who believes that he or she has not been held to appropriate academic standards as outlined in the class syllabus, equitable evaluation procedures, or appropriate grading, may appeal the final grade given in the course. The burden of proof is upon the student to demonstrate the appropriateness of the appeal. A student with a complaint about a grade is encouraged to first discuss the matter with the instructor. For complete details, including the responsibilities of the parties involved in the process and the number of days allowed for completing the steps in the process, see University Procedure 13.02.99.C2.01, Student Grade Appeal Procedures. These documents are accessible through the University Rules Web site at [http://www.tamucc.edu/provost/university_rules/index.html](http://www.tamucc.edu/provost/university_rules/index.html). For assistance and/or guidance in the grade appeal process, students may contact the Dean’s office in the college in which the course is taught or the Office of the Provost.

**Disabilities Accommodations**

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please call or visit Disability Services at (361) 825-5816 in Corpus Christi Hall 116.

If you are a returning veteran and are experiencing cognitive and/or physical access issues in the classroom or on campus, please contact the Disability Services office for assistance at (361) 825-5816.

**Statement of Academic Continuity**

In the event of an unforeseen adverse event, such as a major hurricane and classes could not be held on the campus of Texas A&M University–Corpus Christi; this course would continue through the use of Blackboard, Connect, and/or email. If Blackboard is down, messages will be posted on the home page of Connect. In addition, the syllabus and class activities may be modified to allow continuation of the course. Ideally, University facilities (i.e., emails, web sites, and Blackboard) will be operational within two days of the closing of the physical campus. However, students need to make certain that the course instructor has a primary and a secondary means of contacting each student.
Course Schedule: The overlaps in the dates are intended to enhance scheduling convenience for students

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<thead>
<tr>
<th>Date:</th>
<th>Topics:</th>
<th>Hours of instruction:</th>
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<tbody>
<tr>
<td>March 18-22, 2015</td>
<td>Introduction to the course and the field of organizational behavior (Chapter 1)</td>
<td>2</td>
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<tr>
<td>March 22-23, 2015</td>
<td>Open-book exam over Chapter 1</td>
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<td>March 22-25, 2015</td>
<td>Individual Behavior, Personality and Values (Chapter 2)</td>
<td>3</td>
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<td>March 25-28, 2015</td>
<td>Perceiving Ourselves and Others in Organizations (Chapter 3)</td>
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<td>March 29-30, 2015</td>
<td>Closed-book Exam 1 - Chapters 2 – 3 using Examity®</td>
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<td>March 29-April 1, 2015</td>
<td>Workplace Emotions, Attitudes and Stress (Chapter 4)</td>
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<td>April 1-4, 2015</td>
<td>Foundations or Employee Motivation (Chapter 5)</td>
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<td>Closed-book Exam 2 - Chapters 4 – 5 using Examity®</td>
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<td>April 5-8, 2015</td>
<td>Applied Performance Practices (Chapter 6)</td>
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<td>April 8-11, 2015</td>
<td>Decision Making and Creativity (Chapter 7)</td>
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<td>April 12-15, 2015</td>
<td>Team Dynamics (Chapter 8)</td>
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<td>April 15-18, 2015</td>
<td>Communicating in Teams and Organizations (Chapter 9)</td>
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<td>Closed-book Exam 4 - Chapters 8 – 9 using Examity®</td>
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<td>April 19-22, 2015</td>
<td>Power and Influence in the Workplace (Chapter 10)</td>
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<td>April 22-25, 2015</td>
<td>Conflict and Negotiation in the Workplace (Chapter 11)</td>
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<td>April 26-29, 2015</td>
<td>Leadership in Organizational Settings (Chapter 12)</td>
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<td>April 29-May 3, 2015</td>
<td>Organizational Culture (Chapter 14)</td>
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<td>May 3-4, 2015</td>
<td>Closed-book Exam 6 - Chapters 12 – 14 using Examity®</td>
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<td>Integrative Paper due</td>
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