Organizational Behavior and Theory
(MGMT 5320.W01)
Summer I, 2020

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Organizational Behavior and Theory

Very Likely, Your Favorite Course in the MBA Program

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.

Organizational Behavior - certain to be your favorite course of the MBA program. Is it possible that you spend a significant amount of time wondering "WHAT - was Gunny thinking when he did XYZ; WHY - do my employees continue to come to work late; HOW - can I motivate my people to be more than minimalists? This course attempts to answer those and related questions. At the end of the semester, hopefully you will have a "toolbox" of management and leadership ideas that you can use to improve your performance and that of your subordinates. You will have a new framework for assessing organizational questions, and understanding the "why" of many perplexing questions.
Graders/Instructors:

- You will be assigned a grader/instructor in the first few days of the semester. *That person is your first point of contact.* Do not e-mail all graders with questions, as that will cause confusion. Direct your e-mail or questions to *your* instructor/grader. Do NOT e-mail multiple people.

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:

The terminal objectives for this course are for students to 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

- The ability to interpret and integrate concepts and strategies into business practices

- A working relationship with contemporary management challenges for the purpose of understanding, developing, analyzing, and preparing for consideration of management decisions

Required Materials:

- ISBN: 9781260152715 (Loose-leaf)
Other Readings and videos (which are provided) as assigned.

Websites Used:

- Blackboard https://bb9.tamucc.edu

Grade Components:

- Proctored exams (3 @ 200 pts each) 600 points
- Video analysis (3 @ 50 pts each) 150 points
- Class discussion assignments (1 @ 50) 50 points
- Integrative paper/Application of Course Material 200 points

Total 1000 points

Grade Determination:

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

Exams:

Exams will be a combination of multiple choice and essay questions based on the assigned text material, readings, and videos, and any other presented material. Scheduled exams are indicated on the course calendar and the schedule below.

Make-up exams will not be given during the semester. A comprehensive final make-up exam may be used to replace any ONE missed exam.

Late Assignments:

Assignments turned in after the scheduled due date and time are eligible for no more than 50% credit. No late papers will be accepted if submitted more than 48 hours past the original scheduled due - and the student will receive a zero.
Course Policies

General Student Performance Expectations & Policies

This class will have over 160 students, and the e-mail volume can be overwhelming. Please pay attention to due dates and instructions - the majority of questions can be answered from the posted material on BlackBoard. Please feel free to e-mail your instructor/grader any questions related to the material.

- You will be assigned an instructor/grader shortly after the beginning of class. That person is your initial point of contact for the course. Do NOT send e-mail to multiple graders (you will be mailing to some who are totally unfamiliar with your work).

- Required method of scholarly citations: All referenced material must use APA citations and referencing.

- The official course schedule is on BlackBoard – left side toolbar “Schedule & Syllabus”.

- 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. Any questions may be e-mailed to your instructor/grader.

- All written assignments should be submitted on time through Blackboard. Do not e-mail assignments to your instructor/grader – e-mail submissions cannot be accepted, except for late work.

- Be sure to upload the version of your assignments that you wish to have graded. There is a 20% grade reduction for each revision after your work has been submitted.

- This is a very large class and e-mail traffic can be overwhelming. Many of our students are working/professionals with busy schedules and cannot be burdened with sifting through the “reply to all” messages. Don’t use the TAMUCC e-mail as a social media platform. Direct your e-mail/questions to your instructor/grader.

- Examity provides a free internet speed and connectivity evaluation. You should consider using it before you attempt the exams.
• **Exams are given on the scheduled exam days.** Weddings, vacations (during a 7 week course???) pappaw's birthday, cruises, etc. are not reasons to have your exam dates or any other due dates changed.

• **Assignments turned in after the scheduled due date and time are eligible for no more than 50% credit.** No late papers will be accepted if submitted more than 48 hours past the scheduled due - and the student will receive a zero. It is very important that each student stay current in the course.

Exams

*All exams will be closed-book, closed-notes and will be proctored.* 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](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.

• **Exams are given on the scheduled exam days – due dates are due dates.** Weddings, vacations (during a 7 week course??), cruises, the baby’s birthday party, etc. are not reasons to have your exam dates or any other due dates changed.

Feedback

This is a very large class. Feedback will be provided within a week, if possible. If there is some extenuating circumstance that precludes feedback within that time, you will be advised by your instructor/grader.
**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, 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 failing the course.

**Dropping a Class**

Hopefully, you will not find it necessary to drop this class. However, events can sometimes occur that make dropping a course necessary or wise. Should dropping the course be the best course of action, you must initiate the process to drop the course by contacting 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.

**Required method of scholarly citations**

All referenced material must 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. 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 accommodations for 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, during
which classes could not be held on the campus of Texas A&M University–Corpus
Christi, this course would continue through Blackboard. 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.

Modification of Syllabus

This syllabus and any of its policies and requirements, including grade components
may be modified. If unforeseen circumstances make any modification necessary,
you will be given notice by TAMUCC E-mail.