



BM GT 4355 Organizational Behavior

Instructor: Angela Weil, MA, MBA **Office Hours:** after class

Course Description

The aim of this course is to explore the impact that individuals, groups, and structure have on the behavior within organizations. This will be done through reading, practical examples, exercises, class discussions and case studies.

Course Objectives

Students will learn to understand how individual behavior and group dynamics affect and are affected by organizational settings. Topics such as Motivation, leadership, teamwork, and communication are being addressed. The course provides insights into the study of organizations as social systems; the dynamics of change in organizations, industries and markets; and the relationships between organizations and their environments.

Class Schedule and Sequence of Instruction

1. Introduction
2. Organizational Behavior and Opportunity (Ch. 1)
3. Challenges for Managers (Ch.2)
4. Motivation at Work (Ch. 5)
5. Learning and Performance Management (Ch.6)
6. Stress and Well-Being at Work (Ch. 7)
7. Communication (Ch. 8) and Review
8. Midterm
9. Work Teams and Groups (Ch. 9)
10. Power and Political Behavior (Ch. 11)
11. Conflict and Negotiation (Ch. 13)
12. Jobs and the Design of Work (Ch. 14)
13. Organizational Culture (Ch. 16)
14. Managing Change (Ch. 18) and Review
15. Final Examination

Required Textbooks and Materials

Required Text:

James Campbell Quick & Debra L. Nelson: Principles of Organizational Behavior. South-Western, 2009, 6th Edition

Additional reading and research materials can be found in the library, at online resources and/or are handed out in class.



Grading

Grading Scale (Based on points)

Grade	Descriptive Grade	Numeric Grade	Grade Points
A	Excellent Scholarship	93-100	4.00
A-	Excellent Scholarship	90-92	3.70
B+	Good Scholarship	87-89	3.30
B	Good Scholarship	83-86	3.00
B-	Good Scholarship	80-82	2.70
C+	Satisfactory Scholarship	77-79	2.30
C	Satisfactory Scholarship	70-76	2.00
D+	Poor Scholarship	67-69	1.30
D	Poor Scholarship	63-66	1.00
D-	Poor Scholarship	60-62	0.07
F	Failure	Less than 60	0.00

Exams

Midterm	30%
Class Participation + Assignments	10%
Final	30%
Presentation + Documentation 1	15%
Presentation + Documentation 2	15%

Paper and Presentation (if applicable)

Item	Points (100%)
Cover Sheet	5
Correct Spelling	5
APA Format (6 th Ed.)	15
Grammar	15
Reference to Topic	25
Adequate & Clear Conclusion	10
References (APA)	5
Presentation	20



Other Regulations and Policies

Attendance and Participation

Attendance and active classroom participation are required of each student. Tests will cover for all course material provided through lectures and presentations, readings, discussions, cases, and videos during class. **Absences and/or a lack of participation in discussions will impact negatively on the final grade.** Each student is responsible for all material covered and/or assigned and any announcements made in any class session, whether student is present or not. Group activities require all students to participate and contribute to group discussions and projects.

Students are expected to come to class on time and to have read assigned material before class. There may be an occasional pop quiz to verify whether students have read the assignments before class.

All work must be turned in on time. Late work may be accepted but points will be taken off if work is not turned in to instructor when it is due. At all times, in class and group discussions, students are expected to respect contributions, questions, and opinions of other people. Demeaning others in any way is not acceptable.

Scholastic Dishonesty

You are expected to do your own academic work and cite sources as necessary. Failing to do so is scholastic dishonesty. Scholastic dishonesty means plagiarizing; cheating on assignments or examinations; engaging in unauthorized collaboration on academic work; taking, acquiring, or using test materials without faculty permission; submitting false or incomplete records of academic achievement; acting alone or in cooperation with another to falsify records or to obtain dishonestly grades, honors, awards, or professional endorsement; altering, forging, or misusing a university academic record; or fabricating or falsifying data, research procedures, or data analysis.

If it is determined that a student has cheated, he or she may be given an "F" for the course, and may face additional sanctions from the Study Center.