



Oakland University
Department of Management and Marketing
Introduction to Organizational Behavior
ORG 330
11869
Winter, 2018

Course Meeting Times:

Time/Day: 10:00 am– 11:15 pm

Location: 2023 Human Health Building

Instructor: Greg Thrasher

Office: 319 Elliot Hall

E-Mail: thrasher@oakland.edu

Office Hours: Tuesday 11 – 1 pm or by scheduled appointment

Course Description/Learning Objectives:

This course provides an examination of the theoretical and empirical issues that affect the management of individual, group and organizational processes, including structure, motivation and leadership. More specifically, this is a course that examines the science, methods, and practice of Organizational Behavior. You will be exposed to the ways in which behavioral principles are used to describe, understand, and predict how individuals and groups behave in organizations, and how this knowledge can be applied to enhance the effectiveness of the workplace. The goals of this course will be achieved through three learning objectives:

A. Building the Foundation — Students will be able to review and discuss the major content areas of the field of Organizational Behavior.

B. Research in Action — Students will be able to discuss current research articles and findings, and how they contribute to the major content areas of the field.

C. Practice — Students will be able to apply theories or principles from the major content areas of the field to address practical work situations.

Required Text:

1. Colquitt, Jason, A., LePine, Jeffrey A. & Wesson, M. J. *Organizational Behavior Ed. 5*, 2015, McGraw-Hill. If you go to Amazon you will see you can rent a copy rather than buy one).

Note: Relevant readings from academic journals/case studies may be assigned periodically throughout the semester. When assigned, you will be expected to obtain and read the material for the exam and class participation. If you do not receive a document that was handed out during scheduled class time, it is your responsibility to obtain a copy



of the material. Always check the Moodle website just prior to coming to class for important announcements (e.g., class cancellations, reading assignment changes, etc.). All announcements and changes will be made via Moodle (moodle.oakland.edu).

Moodle

- If you are not familiar with the use of MOODLE, please arrange an orientation session through the Office of E-Learning.
 - If you require additional technical assistance and support, please contact the E-Learning.
 - Please feel free to email me directly (outside of moodle) at thrasher@wayne.edu. I check my email frequently everyday and will respond to you as soon as possible. If you would like me to call you back, please include your area code and phone number.
 - Please check moodle regularly as this is your main “class format for content and interaction”. In addition, if class is cancelled due to weather or other circumstances, I will attempt to post it under announcements two hours prior to class time. Please remember to check before coming to class. Always click “view all for announcements”.
 - In Moodle we will be using the following
 - Announcements- updated announcements and reminders will be posted. Please note that when viewing announcements please click “view all announcements” at top of page
 - Course Information- will include the syllabus, assignment descriptions, and rubrics.
 - Course Documents
 - Readings
 - Guided reading questions
 - Assignment materials
 - Power Points (after class)
 - Discussion Forums- When you post under this section, you can read and respond to all your peers. You will receive a grade for your responses.
 - External Links- will link you directly to important websites
 - Resource Library- includes additional documents and resources
 - Staff Information- faculty profile
 - Please check Course Documents, Course Assignments, Discussion Forums and Announcements regularly (every few days).
 - Please always use WORD when posting attachments.
 - Please title all attachments by using the first three initials of your last name/date. (i.e. ABLsept10)
 - Please check your uniquename@oakland.edu email regularly
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Course Format:



The teaching method used in this course will be a combination of lecture and discussion. Assignments, readings, discussion forums, and other resources will be included to enhance your understanding of the material.

Course Requirements and Grading:

Final grades will be calculated based on the combination of three exams, 8 in-class discussion pieces (5 points each), a case project, and participation. Each of these components counts towards the final grade in the following percentages:

| | | |
|---------------------------------|---|---|
| Exam 1 (Multiple Choice) | = | 45 points |
| Exam 2 (Multiple Choice) | = | 45 points |
| Exam 3 (Essay) | = | 55 points |
| Case Project | = | 85 points (distributed throughout the term) |
| Forums | = | 40 points |
| Participation | = | 30 points (accessing material, being prepared, meaningful class contributions) |
| Total | = | 300 |

Grades will be determined as follows:

| | | | | | |
|------------|---|-----|------------|---|-----|
| 98% of 300 | = | 4.0 | 75% of 300 | = | 2.5 |
| 95% | = | 3.8 | 70% | = | 2.0 |
| 90% | = | 3.5 | 65% | = | 1.5 |
| 85% | = | 3.3 | 60% | = | 1.0 |
| 80% | = | 3.0 | Below | = | 0.0 |

Examinations

There will be a total of three exams. The first two exams will completely multiple choice and will each cover about half of the text book. Exam 3 will be a written/short essay exam that applies principles learned in class to real organizational issues. **Please bring a green Scantron form and #2 Pencil to exams 1 and 2.**

You must have an approved excuse documented prior to the exam date to miss an exam. If you miss an exam and do not have an approved excuse, you will receive a ZERO for that exam. It is preferred that, if you have to miss an exam, you take the exam early.

Organizational Case Project

You will write an organizational case. This is a case analysis of a real organization of which you are a member. Organizations can include work, religious organizations, sports



team and student organizations in which you **ACTIVELY** participate. A complete handout for this assignment is available on Moodle. You must follow the format provided. Deviation from the format will result in point loss. You should be thinking about picking your organization now. This project is worth a total of 90 points; subsections are due throughout the semester for partial credit. There is a penalty for late assignments (see “Other Items). All essays will be graded on grammar and spelling as well as content. Clarity of communication is an **EXCELLENT AND NECESSARY** management skill.

Discussion Forums

At the end of every class I will pose a question or thought to you pertaining to the material covered that week. You will be responsible for applying the material or other resources in a discussion post pertaining to this questions or thought. Your post should be insightful and make connection across materials. You will also be responsible for commenting on the posts of two other classmates. For a full 5 points you must show you understand the material through the use of relevant content in your post (3 points) and make two comments that apply relevant content to the posts of others (2 points). Make sure you check the course schedule to see when forum posts are due.

Posts are due the Sunday before class by 11:59pm

Participation

Participation will be evaluated based on your level of preparedness and meaningful contributions to the class. This includes demonstrating that you have completed the readings for that week, thought about the content, and are able to discuss how what we are learning is relevant to real world organizations.

*There will be **MANY** opportunities to participate...so use them.*

Guided Readings (Extra Credit)

Every week there will be assigned readings from the textbook. To help manage your reading time as well as help you read more effectively and with purpose, each set of readings will come with a set of question. These questions are for your own benefit and will not be graded. However, students who wish to hand in their answers to these questions at the beginning of the class can earn up to a single bonus point per question set. Questions sets will be rated on a scale of 0 to 1 reflecting the effort put forth. This adds up to a potential 5% grade increase at the end of the semester.

Other Items:



For all work, I expect you to adhere to the University's "**Standards of Academic Integrity and Honesty**" (see the Student Handbook on the web under "Code of Academic and Student Conduct"). If you are not familiar with this, I suggest you read it. Unless specified, written work and tests in this class are individual efforts.

Additionally, I expect you to understand the concept of plagiarism. I expect proper references/citations on written assignments. The plagiarism tutorial is part of participation.

Any student who may need an accommodation because of a disability should make an appointment to see me. You should present me with your letter from Disability Support Services authorizing your needed accommodation.

All case assignments are due on the date/time specified in the syllabus unless a prior arrangement has been discussed. Late case submissions during the term will have a have a -2 points per day deduction. The deduction begins immediately after the deadline at the time indicated (for example if something is due at 5 p.m. and you submit it at 6 p.m. you lose two points). I reserve the right to not accept assignments that are late once classes end and finals start. During finals week, you post Part 4 of the case. You must post by the designated time. No late assignments on Part 4 will be accepted because of grading time constraints.



Schedule

| Date | Topic | Readings | Stuff to Do |
|-----------------|--|------------------|--|
| W1: January 4 | Intro to OB | Ch. 1 | |
| W2: January 9 | Job Performance Organizational Commitment | Ch. 2 Ch. 3 | Email me your organization for approval |
| W3: January 16 | Job Satisfaction Stress | Ch. 4 Ch. 5 | FP 1 CP Stage 1 |
| W4: January 23 | Motivation | Ch. 6 | FP 2 |
| W5: January 30 | Trust and Justice | Ch. 7 | |
| W6: February 6 | Exam 1 Learning and Decision Making | Ch. 8 | CP Stage 2 |
| W7: February 13 | Personality and Culture | Ch. 9 | FP 3 |
| W8: February 20 | WINTER BREAK | | |
| W9: February 27 | Ability Team Characteristics | Ch. 10 Ch. 11 | FP 4 CP Stage 3 |
| W10: March 6 | Team Processes Organizational Structure | Ch. 12 Ch. 15 | FP 5 |
| W11: March 13 | Exam2 Organizational Culture | Ch. 16 | |
| W12: March 20 | Leadership and Power | Ch. 13 | FP 6 |
| W13: March 27 | Leadership Behaviors | Ch. 14 | FP 7 |
| W14: April 3 | Future of OB | | CP Stage 4 |
| W15: April 10 | Practice Cases | | FP 8 |
| April 19 | Essay Exam | 12 – 3:00 pm | |

FP = Forum Post

CP = Case Project