

## **Class: ORG 330 – Organizational Behavior**

Faculty: Denise Lanfear

Phone: (586) 202-2623; [info@hrsistemasandstrategies.com](mailto:info@hrsistemasandstrategies.com) (will receive immediately) or [champine@oakland.edu](mailto:champine@oakland.edu)

Thursday – 9:00 – 11:50am

Office Hours: By Appointment

Required Text: Essentials of Organizational Behavior; Robbins and Judge

Required Reading: Who Moved My Cheese? Spencer Johnson, M.D.

### **Course Description:**

Examination of the theoretical and empirical issues that affect the management of individual, group and organizational processes, including structure, motivation and leadership.

### **Classroom Management Policies:**

1. The use of cell phones in class is prohibited. Frequent absences from the classroom to take a cell phone call will result in a loss of participation points.
  - Students should not engage in texting, social media, etc. while in class.
2. Laptops should be used for the purpose of course related content. Laptops should be closed during any student presentation.
3. Late Assignments will have 10% deducted from the grade for every day late.
4. Participation is assessed by the faculty member and is part of a student/learner's final grade. Participation requires student/learners to be actively engaged in the weekly classroom activities and discussion. Discussion should be relevant to the course objectives and add value to previously presented material. The best contributions reflect excellent preparation, good listening, and interpretative and integrative skills. Consistently showing up late for class or leaving early will negatively impact the participation grade. An absence from a workshop results in zero participation points for that workshop.

Participation can be earned by actively engaging in class discussion with substantive input. Simply attending class without active engagement will not earn full participation points. Class absences, late arrivals and/or early departures from class or returning from the class break late will result in a loss of participation points.

5. I allow food to be in the classroom as long as it doesn't disrupt learning. Peanuts/Peanut Butter or any tree nut (i.e, almonds, walnuts, etc.) is not allowed in the classroom due to a nut allergy.

<b>Date</b>	<b>Topic</b>	<b>Chapter</b>	<b>Assignment</b>
January 4 <sup>th</sup>	Syllabus Review/Intro	Ch 1 and Ch 2	
Online	Chapters 1 and 2 Review	Ch 1 & Ch 2	<b>Online Forum – 1</b> <b>Online Forum - 2</b>
January 11 <sup>th</sup>	Attitudes and Job Satisfaction	Ch 3	
	Emotions and Moods	Ch 4	
Online	Chapter 3 and 4	Ch 3 Ch 4	<b>Online Forum – 3</b> <b>Online Forum – 4</b> <b>Article Share</b>
January 18 <sup>th</sup>	Personality and Values	Ch 5	
	Perception and Individual Decision Making	Ch 6	
Online	Personality and Values		<b>Personality Assessment Forum</b> <b>Quiz – Section 1</b>
January 25 <sup>th</sup>	Motivation Concepts and Applications	Ch 7 and 8	
	Group Behavior and Work Teams	Ch 9 and 10	
Online	Current Events		<b>Current Events Due</b> <b>Quiz – Section 2</b>

February 1 <sup>st</sup>	Communication Leadership Organizational Change	Ch 11 Ch 12 Ch 17	
Online	Read Chapter 13 – Power and Politics	Ch 13	<b>Who Moved My Cheese Paper Due – Due Feb. 7<sup>th</sup></b>  <b>Forum – Chapter 13</b>
February 8 <sup>th</sup>	Foundations of Organizational Structure  In Class Case Study  Group work	Ch 15	<b>In Class Case Study</b>
Online	Semester Review		<b>Quiz – Section 3</b>  <b>Forum – Semester Review</b>
February 15 <sup>th</sup>	<b>Group Presentations</b>		

## Assignments

### Participation – 30 Points

Participation points are awarded based on class attendance, participation in discussions and in-class projects and case analyses.

### Current Event – 20 Points

You must find a current or recent event or issue going on in the world, company or any organization that relates to Organizational Behavior. You must submit the article and a write-up explaining how the event is or has affected Organizational Behavior or an aspect of Organizational Behavior. Be prepared to discuss in class.

### Quizzes – 30 Points Each x 3 = 90 Points

Quizzes will be given after each section (3 in total). Quizzes will not be cumulative rather they will be specific to the section. Quiz questions will be in the format of multiple choice, short answer and essay questions.

## Online Forums – 10 Points Each

### Who Moved My Cheese Discussion Questions/Real World Application - - 40 Points

Read the book “Who Moved My Cheese” and answer the discussion questions below **as well as relate the book to a personal experience**. You should incorporate the questions and personal example into a paper that is a minimum of 3 pages double spaced.

#### Who Moved My Cheese? Discussion Questions

- 1) Name the four characters.
- 2) Describe their personalities or their social styles.
- 3) Why did the author use two little animals and two little people to make his point?
- 4) What does the cheese represent?
- 5) What does the maze represent?
- 6) What does the book say to you in relation to change?
- 7) Which character do you represent?
- 8) What do you feel is the main message from the book?
- 9) If you had these 4 people working for you, how would you supervise each personality?
- 10) List pros and cons of the book. Your personal likes or dislikes.

#### Final Presentation – 80 Points

Select an organization of which you are a member; i.e. work, professional organization, religious organization, etc. In your paper discuss what the organization does, number of members and your role in the organization. Describe the organizational culture and how it impacts organizational behavior.

**\*\*Provide specific examples and discuss whether or not the systems are working effectively. Propose solutions to the concerns you have addressed. .**

Your presentation should be approximately 15 – 20 minutes in length.

#### Grading Scale

<b>98%</b>	<b>=</b>	<b>4.0</b>
<b>95%</b>	<b>=</b>	<b>3.8</b>
<b>90%</b>	<b>=</b>	<b>3.6</b>
<b>85%</b>	<b>=</b>	<b>3.3</b>
<b>80%</b>	<b>=</b>	<b>3.0</b>
<b>75%</b>	<b>=</b>	<b>2.5</b>
<b>70%</b>	<b>=</b>	<b>2.0</b>
<b>65%</b>	<b>=</b>	<b>1.5</b>