

MGMT 299
Organizational Behavior
Fall Term 2008

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Course Description

MGMT 299 – Special Topic – Organizational Behavior. This course examines the relationship between the individual and the organization. Topics to be considered include communication, motivation, leadership and power, group dynamics and decision-making, interpersonal relations and change. Various pedagogical techniques will be utilized including lectures, case studies, examination of research and experiential learning.

This course will focus on the impact that individuals, groups, industries, and structure have on behavior within organizations. It will also discuss the application of such knowledge toward improving an organization's effectiveness.

All students will be required to complete the reading, complete the personal effectiveness exercises, participate in classroom discussions and complete an OB Research Project.

Please bring your book and notes on your reading to each class.

TEXTBOOKS

Organizational Behavior (Thirteenth Edition)

Robbins – Judge

The Seven Habits of Highly Effective People

Steven Covey

COURSE GOALS

As a result of completing this course, you should be able to:

Describe what managers do.

List the major challenges and opportunities for managers to use OB concepts.

Understand how to shape the behavior of others.

Summarize the relationship between attitudes and behavior.

Summarize the types of goals that increase performance.

Explain how change impacts performance.

Specify the characteristics of effective teams.

Describe three leadership theories.

Describe the importance of a political perspective.

Explain the factors determining an organization's culture.

COURSE PROJECT

ORGANIZATIONAL BEHAVIOR ISSUES

Each student is required to complete an analysis of an Organizational Behavior issue. The area of study will be selected by the student and approved by the professor. The topic should address a relevant business issue. You will define the topic, indicate why it is a significant issue, describe the current state, and offer suggestions on what should be done to improve this issue. The paper should include references to at least five articles from journals and business periodicals as well as references to primary sources. All references should be properly cited. The paper should be 8-10 numbered pages. In addition to the paper, all projects will include an executive summary. This summary will be presented to the class and critiques will be provided to the presenter. The presentations will be 10-12 minutes and include visuals and/or handouts.

ATTENDANCE AND PARTICIPATION

All students are expected to attend class and participate in class discussions. Failure to attend class on more than three occasions for any purpose automatically disqualifies the student from receiving the highest participation grade. Additional absences will result in a further lowering of the participation grade and possible failure of the course.

METHOD OF EVALUATION

The student's grade for the course will be based on the results of the results of 3 exams, the course project, and class participation. Each of the activities will contribute 20% of the final grade. Make-up exams will be given only if there are serious circumstances.

ACADEMIC HONESTY

The Academic Honesty Policy as written in the student handbook will serve as our policy for this course.

EXTRA CREDIT ASSIGNMENTS

Extra credit opportunities are available only with the written approval of the instructor.

TENTATIVE SCHEDULE

August	26	Orientation and Overview	
	28	Challenges of Management	CH 1
September	2	Organizational Behavior	CH 1
	4	Foundations of Individual Behavior	CH 2
	9	Job Satisfaction	CH 3
	11	Employee Attitudes	CH 3
	16	Personality and Values	CH 4
	18	Your Personality – Personal Effectiveness #1 – Habits 1-2	CH 4
	23	Perception and Decision Making	CH 5
	25	Decision Making (Topics Due)	CH 5
	30	Exam #1	
October	2	Motivation/Personal Effectiveness #2 – Habit 3	CH 6
	8	Applying Motivation Concepts	CH 7
	14	Emotions and Moods	CH 8
	16	Group Behavior	CH 9
	21	Work Teams	CH 10
	23	Work Teams	CH 10
	28	Personal Effectiveness #3 – Habit 4-5	
	30	EXAM #2	
November	4	Communication	CH 11
	6	Communication (Presentations Begin)	CH 11
	11	Leadership	CH 12
	13	Leadership – Personal Effectiveness – Habit 6	CH 13
	18	Power	CH 14
	20	Conflict	CH 15
December	2	Organizational Structure – Personal Effectiveness #4 – Habit 7	CH 16
	4	Organizational Culture	CH 17
	9	Changes	CH 18
December 12, 15-19 FINAL EXAM			