

Syllabus for  
**MGT 352/GMGT 553 — Organizational Behavior**  
3 Credit Hours  
Fall 2013

**I. COURSE DESCRIPTION**

Individual and group behavior and dynamics within organizations, with an emphasis on motivation, leadership, stress, group and inter-group dynamics, conflict, power and politics, and culture.

Prerequisite: MGT 130

**II. COURSE GOALS**

This course is designed to enable the students to do the following:

1. Achieve a breadth of knowledge about the activities and characteristics of an organization as an entity.
2. Develop skills and abilities in comparing and contrasting theoretical organizational concepts.
3. Build skills and abilities in diagnosing organizational problems and guiding organizational change efforts.

**III. STUDENT LEARNING OUTCOMES FOR THIS COURSE**

As a result of successfully completing this course through lectures, class discussion, and case assignments, students are able to understand and analyze the principles of Organizational Behavior. They are able to accomplish the following:

1. Discuss and explain the theories of organization and organization behavior in the public sector.
2. Assess the student's personal preferences and their impact on managerial style.
3. Assess the student's competence in a variety of critical managerial roles.
4. Research and write on a topic in the area of organization theory and human behavior.
5. Explain and discuss the importance of working collaboratively.
6. Define organization development (OD), including its major objectives and characteristics.
7. Describe models and strategies for effecting planned change in organizations.
8. Demonstrate by explanation and discussion understanding of the change process and the ability to assess organizational readiness for change.
9. Use the process-style communication skills.
10. Apply the action research model as a methodology for effecting planned change.
11. Describe the attributes and skills of the effective OD consultant: assess the student's own strengths and opportunities for development as an OD consultant.
12. Identify potential ethical dilemmas in OD consultation.
13. Describe strategies for evaluating OD interventions.

#### IV. TEXTBOOKS AND OTHER LEARNING MATERIALS

##### Required Textbooks

Nelson, D.A. & Quick, J.C. (2012). *ORGB 3*. Mason, OH: Cengage.

Pfeffer, J. & Sutton, R.I. (2006). *Hard facts, dangerous half truths and total nonsense*. Boston, MA: Harvard Business Press.

##### Selected Cases from Harvard Business Publishing

#### V. POLICIES AND PROCEDURES

##### A. University Policies and Procedures

1. Attendance at each class or laboratory is mandatory at Oral Roberts University. Excessive absences can reduce a student's grade or deny credit for the course.
2. Students taking a late exam because of an unauthorized absence are charged a late exam fee.
3. Students and faculty at Oral Roberts University must adhere to all laws addressing the ethical use of others' materials, whether it is in the form of print, electronic, video, multimedia, or computer software. Plagiarism and other forms of cheating involve both lying and stealing and are violations of ORU's Honor Code: "I will not cheat or plagiarize; I will do my own academic work and will not inappropriately collaborate with other students on assignments." Plagiarism is usually defined as copying someone else's ideas, words, or sentence structure and submitting them as one's own. Other forms of academic dishonesty include (but are not limited to) the following:
  - a. Submitting another's work as one's own or colluding with someone else and submitting that work as though it were his or hers.
  - b. Failing to meet group assignment or project requirements while claiming to have done so.
  - c. Failing to cite sources used in a paper.
  - d. Creating results for experiments, observations, interviews, or projects that were done.
  - e. Receiving or giving unauthorized help on assignments.By submitting an assignment in any form, the student gives permission for the assignment to be checked for plagiarism, either by submitting the work for electronic verification or by other means. Penalties for any of the above infractions may result in disciplinary action including failing the assignment or failing the course or expulsion from the University, as determined by department and University guidelines.
4. Final exams cannot be given before their scheduled times. Students need to check the final exam schedule before planning return flights or other events at the end of the semester.
5. Students are to be in compliance with University, school, and departmental policies regarding the Whole Person Assessment requirements. Students should consult the Whole Person Assessment handbooks for requirements regarding general education and the students' majors.
  - a. The penalty for not submitting electronically or for incorrectly submitting a Whole Person Assessment artifact is a zero for that assignment.

- b. By submitting an assignment, the student gives permission for the assignment to be assessed electronically

B. Course Policies and Procedures

1. Evaluation Procedures

a. Point Distribution

Case Presentations	50%
Exams	30%
Peer Evaluations	10%
Participation	10%

2. Late Work Policy

Late work will not be accepted. Assignments are due on or before the deadline given. Under rare circumstances, exceptions will be made. However, notice of late work must be given before assigned deadline.

3. Attendance Policy

Attendance is mandatory. Students are permitted 3 unexcused absences. After each set of 3 unexcused absences, ten points will be deducted from student's final grade. Students are expected to be in dress code. Students arriving not in dress code will be counted as absent.

VI. Contact information

David Burkus  
GC CR 3F17  
918-495-6572  
dburkus@oru.edu

## VI. COURSE CALENDAR

<b>Date</b>	<b>Topic</b>	<b>Assignment</b>
Week 1	Introduction and Expectations	
Week 2	OB Opportunities and Challenges for Managers	ORGB 1 & 2
Week 3	Personality, Perception and Attribution	ORGB 3
Week 4	Attitudes, Emotions and Ethics	ORGB 4
Week 5	Motivation at Work	ORGB 5
Week 6	Learning and Performance Management	ORGB 6
Week 7	Stress and Well-being at Work	ORGB 7
Week 8	Communication and Groups	ORGB 8 & 9
Week 9	Decision Making	ORGB 10
Week 10	Fall Break	
Week 11	Power and Political Behavior	ORGB 11
Week 12	Leadership and Followership	ORGB 12
Week 13	Conflict and Negotiation	ORGB 13
Week 14	Jobs and the Design of Work	ORGB 14
Week 15	Organizational Design and Structure	ORGB 15
Week 16	Organizational Culture	ORGB 16
Week 17	Managing Change	ORGB 18
Week 18	Final Exam	

## Course Inventory for ORU's Student Learning Outcomes

### Organizational Behavior (MGT 352) Fall 2011

This course contributes to the ORU student learning outcomes as indicated below:

**Significant Contribution** – Addresses the outcome directly and includes targeted assessment.

**Moderate Contribution** – Address the outcome directly or indirectly and includes some assessment.

**Minimal Contribution** – Address the outcome indirectly and includes little or no assessment.

**No Contribution** – Does not address the outcome.

The student Learning glossary at <http://ir.oru.edu/doc/glossary.pdf> defines each outcome and each of the proficiencies/capacities.

	OUTCOMES and Proficiencies/Capacities	Significant Contribution	Moderate Contribution	Minimal Contribution	No Contribution
1	<b>Outcome #1 – SPIRITUALLY ALIVE</b>				
	<i>Proficiencies/Capacities</i>				
1A	Biblical knowledge			X	
1B	Sensitivity to the Holy Spirit			X	
1C	Evangelistic capability			X	
1D	Ethical behavior	X			
2	<b>Outcome #2 – INTELLECTUALLY ALERT</b>				
	<i>Proficiencies/Capacities</i>				
2A	Critical thinking	X			
2B	Analytical problem solving	X			
2C	Global and historical perspectives	X			
2D	Aesthetic appreciation	X			
2E	Intellectual creativity		X		
2F	Information literacy	X			
3	<b>Outcome #3 – PHYSICALLY DISCIPLINED</b>				
	<i>Proficiencies/Capacities</i>				
3A	Healthy lifestyle		X		
3B	Physically active lifestyle			X	
3C	Properly balanced nutrition plan				X
4	<b>Outcome #4 – SOCIALLY ADEPT</b>				
	<i>Proficiencies/Capacities</i>				
4A	Communication skills	X			
4B	Interpersonal skills	X			
4C	Appreciation of cultural and linguistic differences	X			
4D	Responsible citizenship	X			
4E	Leadership capacity	X			