

MGT309.01                      Organizational Behavior   Spring 2007                      MWF 9:30 - 10:20                      GU 101

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**COURSE DESCRIPTION:**

This course addresses the nature of the study of human behavior within the organizational context and identifies and analyzes individual and group behavior in organizations. The course incorporates current developments in the business world to acquaint students with the applications of concepts and theories of organizational behavior. Students apply their knowledge and skill to business situations characterized by imperfect and incomplete information.

**LEARNING OBJECTIVES:**

After completing this course the student should be able to

1. Understand and explain individual differences in perception, personality, and attitude and their role with respect to behavior in organizations.
2. Understand and explain the nature and role of diversity in today’s organizations.
3. Understand and apply the principles, concepts, and theories of motivation and leadership in an organizational setting characterized by imperfect and incomplete information.
4. Understand and apply the principles, concepts, and theories of group dynamics and group process in formal and informal settings characterized by imperfect and incomplete information.
5. Understand the nature of communication within organizations.
6. Use these principles, concepts, and theories to make decisions in organizational settings. Make and support decisions relating to the above topics based limited data and incomplete information.
7. Be able to recognize and analyze organizational issues with incomplete and ambiguous information.

**TEXTBOOK:**

Kreitner, R., & Kinicki, A. (2007). Organizational Behavior, 7<sup>th</sup> edition. Boston: Irwin McGraw-Hill. (ISBN 0-07-322435-9).

Various other readings may be assigned during the semester. They will be on reserve in the library.

**PREREQUISITES:**

Refer to the undergraduate catalog.

**GRADING POLICY**

Exam 1 ..... 100 points  
Exam 2..... 100 points  
Exam 3..... 100 points  
Final exam<sup>1</sup> ..... see note  
Case ..... 100 points  
TOTAL ..... 400 points

**GRADING SCALE**

A – 360 - 400  
B – 320 - 359  
C – 280 - 319  
D – 240 - 279  
F – 0 - 239  
If S/U graded, S - 280 -400

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<sup>1</sup> Final may be used to replace Exam 1, 2, or 3,. No make-ups will be given.

**TENTATIVE CALENDAR: (THIS SCHEDULE OF EVENTS MAY CHANGE AS CIRCUMSTANCES DICTATE.)**

Jan.	19	Introduction and Theory development	
	22	Theory development (cont.) and Organizational Behavior	Chapter 1
	24	Managing Diversity	Chapter 2
	26		
	29	Self-concept, personality, abilities, and emotions	Chapter 5
	31		
Feb.	2	Values, Attitudes, and Job Satisfaction	Chapter 6
	5		
	7	Social perception & attribution	Chapter 7
	9		
	12	<b>Exam 1</b>	
	14	<b>Group Contracts Due</b>	
	16	Foundations of motivation	Chapter 8
	19		
	21	Improving job performance	Chapter 9
	23		
	26	Group dynamics	Chapter 10
	28		
Mar.	2	Teams and teamwork	Chapter 11
	5		
	7	Individual and group decision making	Chapter 12
	9		
	12	<b>LAST DAY TO DROP</b>	
	14	<b>Exam 2</b>	
	16		
	19-23	<b>Spring Break</b>	
	26		<b>G1 &amp; G2 &amp; G3</b>
	28	Communication in the internet age	Chapter 14
	30		<b>G4</b>
April	2		<b>G5</b>
	4	Influence tactics, empowerment, & politics	Chapter 15
	6	<b>Spring Holiday</b>	<b>G6</b>
	9		<b>G7</b>
	11		<b>G8</b>

13	Leadership	Chapter 16
16		<b>G9</b>
18		<b>G10</b>
20	Creating effective organizations	Chapter 17
23		<b>G11</b>
25		<b>G12 &amp; G13</b>
27		<b>G14</b>
May 2		<b>G15</b>
4	<b>Exam 3</b>	
7-11	<b>Exam Week</b>	

**TEACHING METHODS:**

A portion of the material will be presented in lecture form to clarify complex and difficult to understand concepts. It is not possible to cover all of the material in this manner. Therefore, this is ***NOT*** a substitute for reading the assigned material.

**WRITTEN CASE & CASE PRESENTATION**

Also, I want you to experience first-hand the dilemmas and issues involved in many aspects of organizational life. To this end, students will prepare a WRITTEN CASE and a CASE PRESENTATION in which organizational issues in current events are analyzed. The WRITTEN CASE and CASE PRESENTATION will be graded on a 1-10 scale and will constitute 100 points of the students' grades. The case is a TEAM based assignment. That is students will work in teams to complete it. The team assignment will be described in detail in another handout.

**ATTENDANCE POLICY:**

Students are responsible for everything mentioned in class. Students must be on time to class and ready for class.

**LATE/INCOMPLETE ASSIGNMENT POLICY:**

There is no provision for late assignments.

**Incomplete:** See the catalog for Incomplete policy details. The "I" grade can only be assigned for circumstances beyond the student's control that occur after the last day to withdraw from a course. The instructor will not participate in the "beyond the student's control" determination.

**MAKE-UP ASSIGNMENT POLICY:**

Other than the footnote accompanying "GRADING POLICY" section there is no make-up provision.

**ORAL/WRITTEN COMMUNICATION:**

Course evaluation will be based on both a written paper and the student's oral presentations in class.

**LIBRARY and COMPUTER USAGE:**

The assignments will require extensive library usage and the case will require the use of a word processor.

**GLOBAL/INTERNATIONAL BUSINESS CONTENT:**

There will be discussion concerning research in other countries.

**ETHICS, POLITICAL, SOCIAL, LEGAL, REGULATORY, ENVIRONMENTAL, AND TECHNOLOGICAL CONTENT:**

Ethics and legal issues will included in the course.

**DIVERSITY CONTENT:**

Diversity issues are part of the course content.

**ADA STATEMENT:**

**Disabilities/Employee Relations:** Feel free to call the Director of Institutional Equity at 505-646-3635 with any questions you may have about NMSU's Non-Discrimination Policy & complaints of discrimination, including sexual harassment. Call the Coordinator of Services for Students with Disabilities at 505-646-6840 regarding student issues related to the Americans with Disabilities Act (ADA) and/or Section 504 of the Rehabilitation Act of 1973. All medical information will be treated confidentially.

**WITHDRAWALS:** It is the responsibility of the student to know important dates such as University drop dates; last day to withdraw with a W is March 12. Moreover, it is the responsibility of the student to officially withdraw from any class that he or she intends to drop.