

MGT309.71

Organizational Behavior Spring 2008

WebCT

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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:

Nelson, D. L., & Quick, J. C. (2007). Understanding Organizational Behavior, 3rd edition. Mason, OH: Thomson South-Western. (ISBN 10: 0-324-42302-0).

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 1 150 points
Exam 2..... 150 points
Exam 3..... 150 points
Video exercise50 points
Final exam¹ see note
Discussion..... 150 points
Written assignments..... 150 points
TOTAL 800 points

GRADING SCALE

A – 720 - 800
B – 640 - < 720
C – 560 - < 640
D – 480 - < 560
F – 0 - < 480
If S/U graded, S - 560 -750

¹ 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.)

Week ending Friday			WebCT assignment2
Jan. 18	Personality, Perception, and Attribution	Chapter 3	
25	Attitudes, Emotions, and Ethics	Chapter 4	Article selection due
Feb. 1	Motivation at Work	Chapter 5	
8	Learning and Performance Management	Chapter 6	
15	Exam 1 & Assignment 1 due		Links due
22	Communication	Chapter 7	Article nominations due
29	Work Teams and Groups	Chapter 8	Article selection due
Mar. 7	Power and Politics	Chapter 10	
14	Leadership and Followership	Chapter 11	
21	Exam 2 & Assignment 2 due		Links due
28	Spring Break		
Apr. 4	Job Design and Redesign	Chapter 13	Article nominations due
11	Organizational Design and Structure	Chapter 14	Article selection due
18	Organizational Culture	Chapter 15	
25	Managing Change	Chapter 16	
May 2	Exam 3 & Assignment 3 due		Links due
9	Final Exam		

TEACHING METHODS:

A portion of the material will be posted on WebCT 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 ASSIGNMENTS

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 ASSIGNMENTS in which organizational issues in current events are analyzed. Each WRITTEN ASSIGNMENT will be graded on a 1-10 scale and will constitute 50 points of the students' grades. The WRITTEN ASSIGNMENTS will be described in detail in another link on WebCT.

VIDEO EXERCISE

The class will also have a video exercise with respect to diversity. The video exercise will be described in another link on WebCT.

ATTENDANCE POLICY:

As this is an on-line course, students are responsible for everything posted on WebCT.

² These assignments are explained in the "Assignment Overview."

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 assignment and the student's participation in WebCT discussions.

LIBRARY and COMPUTER USAGE:

This class will be conducted on-line and students are expected to be proficient with WebCT. The assignments will require extensive library usage and the case will require the use of a word processor.

GLOBAL/INTERNATIONAL BUSINESS CONTENT:

The text has material 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 10. Moreover, it is the responsibility of the student to officially withdraw from any class that he or she intends to drop.