

MANAGEMENT/IE 453.02/Leadership & Motivation Fall 2009		
Instructor: John Loveland jlovelan@nmsu.edu	Office: GU219	Office Hrs: TTh 10:30-11:30, 4:00-5:00 & by appointment
Phone: 646-3634		

TEXT: Leadership: Enhancing the Lessons of Experience by R. Hughes, R. Ginnett, and G. Curphy, McGraw-Hill/Irwin, 6th Edition 2009.

LECTURE NOTES – Computer Lab – Business Complex (optional)

OBJECTIVES: The objectives of this course are two-fold:

- To study, in depth, a wide variety of leadership & motivation concepts, practices & theories, and
- To introduce students to research which provides an in-depth analysis of selected topics in leadership or motivation.

The **specific learning objectives** are to increase ability to:

- Understand motivation & leadership processes as they occur in organizations.
- Analyze employee motivation & identify motivational problems.
- Analyze relationships between organizational power, authority & management styles.
- Identify & solve problems related to leadership & motivation in organizations.
- Design & implement effective leadership & motivation systems to improve productivity.

GRADING	Points	
1 st exam	200	
2 nd exam	200	
3 rd exam	200	To receive an "S" grade, the student must earn a "C" or better.
Term Projects (2) 150 pts. each	300	
Participation	50	
Total	950	

TOPIC OUTLINE (Times are approximate & may vary depending on class interest & subject matter.)

I. Introduction to Organizational Behavior Theory (1 week)

II. Motivation (4 weeks)

- A. Theories
- B. Concepts
- C. Practices

III. Motivation Exercises (2 weeks)

- A. Cases & Incidents
- B. Class Project

IV. Leadership (6 weeks)

- A. Theories
- B. Concepts
- C. Practices

V. Leadership Exercises (2 weeks)

- A. Cases & Incidents
- B. Class Exercises/Project

TEXTBOOK ASSIGNMENTS

Week	Chapter	Week	Chapter	Week	Chapter
6	<i>1-3</i>	7	<i>4-6</i>	8	<i>7-9</i>
9	<i>10-12</i>	10	Part Five		

NOTE: Specific assignments & dates will be given in class.

- **Incompletes (“I” grades):** Given for passable work that could not be completed due to circumstances beyond the student’s control (e.g., severe illness, death in the immediate family). These circumstances must have developed after the last day to withdraw from the course. Requests for “I” grades should be made to the instructor, but must be approved by the Management Department Head.
- **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 October 14. Moreover, it is the responsibility of the student to officially withdraw from any class that he or she intends to drop.
- **Cheating:** Cheating will not be tolerated. Punishment for those caught cheating will be an “F” in the course. The person will also be subject to further sanctions as indicated in the student code of conduct.
- **Disabilities/Employee Relations:** Feel free to call the Director of Institutional Equity at 575-646-3635 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.