

# **MGT 3060 - ORGANIZATIONAL BEHAVIOR**

Department of Management and Marketing

Cotsakos College of Business

William Paterson University of New Jersey

Winter Semester 2014/2015 - 12/22/2014 to 1/11/2015

## **Course Description:**

This course introduces the 'micro' theories of organization. It focuses on human behavior and action within the organizational setting. Case studies and experiential exercises are emphasized in the class. (3 credits)

**Course Prerequisites:** MGT 200/2000

## **Instructor:**

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## **Required Textbook:**

The text chosen offers a comprehensive and understandable contemporary treatment of the field. The reading load is not heavy, but it provides an essential interpretive framework. You are expected to do the reading prior to taking the quiz for the chapter.

Information regarding the book will be sent by e-mail prior to the semester.

## **Course Objectives:**

The broad goal in this course is to present to business students, especially those concentrating in management, with an overview of how people behave in organizational work settings. Specific course objectives under this broad goal are as follows:

- To learn the various research methodologies of the field of Organizational Behavior.
- To learn the psychological foundations of Organizational Behavior, including cognitive processes, learning mechanisms, attitudes, and judgments and decision making.
- To learn how Organizational Behavior varies in different cultures.
- To learn the different theories of motivation in organizations and to be able to apply these theories in organizational situations.
- To understand the philosophical approaches to ethical behavior in behavior in organizations and the various business situations where ethical decisions are made; and to be able to articulate one's personal ethical stance.
- To learn the psychological foundations of stereotypes and prejudice and the concept of cultural diversity as it applies to the workforce.
- To learn about how teams function in organizations.
- To learn about communication in organizations.
- To learn about power in organizations, including theories of how it is gained and wielded.
- To learn about different theories and styles of leadership in organizations.
- To learn about the changing nature of organizational structure and be able to identify different structures.

## **Learning Outcomes:**

Upon completing the course, students will be able to:

- Explain the theoretical foundations and basic facts of organizational behavior, including those associated with motivation, job satisfaction, power, leadership, communication, stress, and organizational structure.
- Articulate well-justified personal stances regarding issues of ethical behavior and cultural diversity in organizations.
- Show progress in developing skills in presenting ideas to others.
- Be able to apply knowledge of organizational phenomena to various real-life organizational situations.

## **Teaching Methods:**

This course will involve a variety on-line methods. Blackboard will be used extensively in this course.

## **Class Policies:**

**Communication:** Communication will be through the course Blackboard site and e-mail. For e-mail, only correspondence from your WPUNJ e-mail account will be accepted.

**Late Assignments/ Make-up Exams:** Late written assignments will be penalized. No written assignments will be accepted after the final class date (1/11). Online quizzes cannot be made up.

**Caveat:** The instructor reserves the right to make minor modifications to the schedule, assignments and/or grading if required, based on our progress during the semester.

## **Means of Learning Assessment:**

**Course Involvement:** The success of the course depends on your active involvement. Logging into the course blackboard site, participation in discussion boards and other online activity will be monitored and comprise the major part of the class involvement grade. Like anything, class involvement can be productive, nonproductive, and even counter-productive, and the responsibility of channeling it lies with both the instructor and the student. Specific expectations will be posted on blackboard.

**Individual Term Project:** Each student is to write a term project. Details on the project will be posted on the course Blackboard site. It is due on 1/11.

**Quizzes:** There will be 1 online 'baseline' quiz, 1 online 'final' quiz, 14 online chapter quizzes, 7 essay quizzes, 3 podcast quizzes, and one activity that will count as a quiz (explained on blackboard) - a total of 27 quizzes out of which the best 18 will count. The chapter quizzes are meant to encourage preparation and assess knowledge of the text material. The essay quizzes are designed to test integration and understanding of discussions and exercises. The podcast quizzes assess your understanding of how the material relates to current issues, the additional activity is related to social science research. The schedule for the quizzes will be posted on the course Blackboard site and are at the end of the syllabus.

**Unannounced Quizzes:** The instructor reserves the right to institute one or more unannounced quizzes WITHOUT prior notification. This action will be taken if the instructor determines that the students are not carefully reading the assigned material and preparing the exercises in advance.

**Missed Quizzes/ Assignments:** There will be no make-ups for missed quizzes/assignments.

**Grade Components:**

Course Involvement	90 points
18 Quizzes* @ 10 points each	180 points
<u>Term Project</u>	<u>30 points</u>
Total	300 points

(\*there are 27 total quizzes, the highest 18 scores will be counted)

**Grade Assignment:**

A	93.3%	to	100%	C+	76.7%	to	79.9%
A-	90.0%	to	93.2%	C	73.3%	to	76.6%
B+	86.7%	to	89.9%	C-	70.0%	to	73.2%
B	83.3%	to	86.6%	D	65.0%	to	69.9%
B-	80.0%	to	83.2%	E	0%	to	64.9%

**Quiz Schedule:**

Online Objective Quizzes: (MC T/F)

	Start	End
Base	22-Dec	28-Dec
Ch 1	22-Dec	28-Dec
Ch 2	23-Dec	29-Dec
Ch 3	24-Dec	30-Dec
Ch 4	25-Dec	31-Dec
Ch 5	26-Dec	1-Jan
Ch 6	27-Dec	2-Jan
Ch 7	28-Dec	3-Jan
Ch 8	29-Dec	4-Jan
Ch 9	30-Dec	5-Jan
Ch 10	31-Dec	6-Jan
Ch 11	1-Jan	7-Jan
Ch 12	2-Jan	8-Jan
Ch 13	3-Jan	9-Jan
Ch 14	4-Jan	10-Jan
Final	5-Jan	11-Jan

(online quizzes are set on a timer to start at 12:05 AM on the start date and end at 11:55 PM on the end date)

Content Quizzes: (Essay)

		Posted	Submit by
Quiz A	Ch 1,2	23-Dec	29-Dec
Quiz B	Ch 3,4	25-Dec	31-Dec
Quiz C	Ch 5,6	27-Dec	2-Jan
Quiz D	Ch 7,8	29-Dec	4-Jan
Quiz E	Ch 9,10	31-Dec	6-Jan
Quiz F	Ch 11,12	2-Jan	8-Jan
Quiz G	Ch 13,14	4-Jan	10-Jan

Podcast Quizzes: (Essay)

	Posted	Submit By
Quiz P1	23-Dec	29-Dec
Quiz P2	29-Dec	4-Jan
Quiz P3	4-Jan	10-Jan