

## Wayland Mission Statement

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Wayland Baptist University exists to educate students in an academically challenging, learning-focused, and distinctively Christian environment for professional success, and service to God and humankind.

## Contact Information

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**Course:** MGMT 4320 VC01 – Organizational Behavior

**Campus:** WBUonline

**Term/Session:** Fall 1 2026

**Instructor:** Kelly Warren, PhD

**Office Phone Number/Cell #:** (806) 292-9675; Monday-Friday, 9:00 am – 5:00 pm (Central Time).

**WBU Email Address:** [warrenk@wbu.edu](mailto:warrenk@wbu.edu)

**Office Hours, Building, and Location:** Monday-Friday, 9:00 am – 5:00 pm (Central Time).

**Class Meeting Time and Location:** ONLINE

### Catalog Description:

Ethical dimensions of goals and values of organizations and managers with a perspective on understanding and working with people.

### Prerequisite:

MGMT 3304

## Textbook Information

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### Required Textbook(s) and/or Required Materials:

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#
Organizational Behavior: Managing People & Organizations with MindTap	Griffin/Phillips Gully	14th	2024	Cengage	9780-35789-9090

*This course is part of the **Pioneer Academic Access Program**. You will have access to an eBook, access code, and interactive learning material on the first day of class through your Blackboard course site. You will be notified via email with access instructions and additional information. If the course requires a physical book you can order at [bookstore.wbu.edu](http://bookstore.wbu.edu). You can choose to opt-out, however if you do you will lose access to **EVERY class/material** and have to source through third party vendors.*

**Optional Materials:** <<List optional materials recommended to enhance student learning>>

**Course Outcome Competencies:**

- Describe the key competencies necessary for managerial effectiveness;
- Identify how personalities and attitudes affect behavior, commitment, and organizational effectiveness;
- Describe the motivational process relating to change;
- Explain the concepts of stress and the stressors that affect organizational performance;
- Identify the essentials of effective ethical leadership; assess the limitations on a leader's impact.

## Attendance Requirements

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### WBUonline

Students are expected to participate in all required instructional activities in their courses. Online courses are no different in this regard; however, participation must be defined in a different manner. Student "attendance" in an online course is defined as active participation in the course as described in the course syllabus. Instructors in online courses are responsible for providing students with clear instructions for how they are required to participate in the course. Additionally, instructors are responsible for incorporating specific instructional activities within their course and will, at a minimum, have weekly mechanisms for documenting student participation. These mechanisms may include, but are not limited to, participating in a weekly discussion board, submitting/completing assignments in Blackboard, or communicating with the instructor. Students aware of necessary absences must inform the professor with as much advance notice as possible in order to make appropriate arrangements. Any student absent 25 percent or more of the online course, i.e., non-participatory during 2 or more weeks of an 8-week session, may receive an F for that course. Instructors may also file a Report of Unsatisfactory Progress for students with excessive non-participation. Any student who has not actively participated in an online class prior to the census date for any given session is considered a "no-show" and will be administratively withdrawn from the class without record. To be counted as actively participating, it is not sufficient to log in and view the course. The student must be submitting work as described in the course syllabus. Additional attendance and participation policies for each course, as defined by the instructor in the course syllabus, are considered a part of the university's attendance policy.

## University Policies

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### **Academic Integrity:**

[Link to Statement on Academic Integrity](#)

### **Artificial Intelligence: Generative AI tools permitted in specific context and with proper citations.**

- i. Students are allowed to use, reference, or incorporate generative AI tools into specific assignments for this course. When used, students must properly cite the generative AI tool in their submitted work.
- ii. While there is no true substitute for direct help and instruction for your instructor, students may be allowed to use generative AI tools to provide further explanations of course content, readings, and other assignments. Any use of generative AI tools to help further explain or translate content must be properly referenced and cited.
- iii. Specific parameters for generative AI usage are provided by the instructor.
- iv. Any use of generative AI tools outside of the approved instructor parameters

will be considered a form of plagiarism and academic dishonesty.

**Disability Statement:** In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Disability Services Coordinator and Academic Coach serves as the coordinator of students with disabilities and must be contacted concerning accommodation requests. Office: (806) 291-1057. Documentation of a disability must accompany any request for accommodations.

## Course Requirements and Grading Criteria

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**Required First assignment** must be completed in Week 1 by Thursday, or you will be dropped from the course. Students must take this assignment FIRST, acknowledging they are taking this course.

**Course Quiz: must be completed in Week 1:** possible points 4.

**16 Chapters in MindTap with assignments and quizzes:** possible points 454.

**6 Discussion posts (15 points each):** possible points 90.

**Integration of Faith Paper:** possible points 30.

**Reflection Paper:** possible points 15.

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**Total points:** possible points 593.

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### Points Grading Scale:

534 points & above A

474 to 533 points B

415 to 473 points C

356 to 414 points D

355 points and below F

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**First Required Assignment** – Students must take this assignment FIRST acknowledging they are taking this course.

**Orientation Quiz** – Students will have an orientation quiz related to items in the syllabus.

**Three dialogs** – Students must respond to the original prompt/question (in the first week of the scheduled dialog) and then reply to two students with research-based posts (in the second week of the scheduled dialog). Each dialog has a response & two replies.

**16 Chapters in MindTap assignments, videos, quizzes** – Students will complete all weekly assignments.

**Integration of Faith Paper** – Students will complete 600-word, excluding cover page and references.

Parameters: Times New Roman 12-point font, double-spaced, 1" margins. (APA Style required).

**Reflection Paper** – Students will complete a 300-word total paper answering this question: What did I learn about Organizational Behavior that I did not know and how can I apply it?

**Student Grade Appeals:** Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations.

Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs to the Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.

## Tentative Schedule

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### Week One:

- Complete all assignments, videos, and quizzes in MindTap Chapters 1 & 2.
- **Dialog 1 (D1):** Response to Discussion question.

### Week Two:

- Complete all assignments, videos, and quizzes in MindTap Chapters 3 & 4.
- **D1:** Reply to two other students.

### Week Three:

- Complete all assignments, videos, and quizzes in MindTap Chapters 5 & 6.
- **D2:** Response to Discussion question.

### Week Four:

- Complete all assignments, videos, and quizzes in MindTap Chapters 7 & 8.
- **D2:** Reply to two other students.

### Week Five:

- Complete all assignments, videos, and quizzes in MindTap Chapters 9 & 10.
- **D3:** Response to Discussion question.

### Week Six: (7/07-7/13)

- Complete all assignments, videos, and quizzes in MindTap Chapters 11 & 12.
- **D3:** Reply to two other students.

### Week Seven: (7/14-7/20)

- Complete all assignments, videos, and quizzes in MindTap Chapters 13 & 14.
- **Integration of Faith Paper:** 600-word, excluding cover page and references. Parameters: Times New Roman 12-point font, double-spaced, 1" margins. (APA Style required).

### Week Eight:

- Complete all assignments, videos, and quizzes in MindTap Chapters Complete all assignments, videos, and quizzes in MindTap Chapters 15 & 16.
- **Reflection Paper:** 300-word total. Parameters: Times New Roman 12-point font, double-spaced, 1" margins. (APA Style & references are not required). **Answer this question: What did I learn about Organizational Behavior that I did not know and how can I apply it?**

## Additional Information

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### You may use generative AI tools (e.g., ChatGPT, Claude, Gemini) for the following purposes only:

- \*Summarizing or explaining textbook theories (for your understanding)
- \*Generating ideas or outlines
- \*Rephrasing your own drafts for clarity

### You may not use AI to:

- \*Write full paragraphs or the entire paper
- \*Generate citations or fabricate sources or guess citations

\*Paraphrase academic articles without reading them yourself and understanding them

**Proper Citation for AI use:**

\*If you use a generative AI tool in any capacity, **you must include a “Use of Generative AI” statement** at the end of your assignment, (See example below):

**Use of Generative AI:** I used ChatGPT (April 2024 version) to help brainstorm an outline and explain the differences between Maslow’s and Self-Determination Theory. All ideas are my own, and sources are properly cited.

**\*Failure to include this statement, or use beyond these parameters, will be treated as a violation of the academic honesty policy.**

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