# "WBUlogo"

WBU Online

School of Business

# 2. UNIVERSITY MISSION STATEMENT

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.

# 3. COURSE NUMBER & NAME:

MGMT 5325-VC01/02, Organizational Development and Behavior

# **4. TERM**:

Fall, 2018

# **5. INSTRUCTOR**:

Dr. Tim Parker, Professor of Business, Wayland Baptist University

# **6. CONTACT INFORMATION**:

Office phone: 210.826.7595 ext 290

WBU Email: [parkert@wbu.edu](mailto:parkert@wbu.edu) - Best ways to get in touch with me

# **7. OFFICE HOURS, BUILDING & LOCATION**:

Tue/Thur 2-6 Callaghan Tower, 3rd floor

# **8. COURSE MEETING TIME & LOCATION**:

Meeting day & time: Virtual

# **9. CATALOG DESCRIPTION**:

A systems approach to analyzing and developing organization structure and function; organizational change; measurement of results; strategic and ethical implications of diversity and change management; impact on sustainability.

# 10. PREREQUISITE:

BUAD 5300. (For the M.P.A. MGMT 3304 only).

# **11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL**:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **BOOK** | **AUTHOR** | **ED** | **YEAR** | **PUBLISHER** | **ISBN#** | **UPDATED** |
| Organization Development and Change | Cummings | 10th | 2015 | Cengage | 9781-13319-0455 | 8/26/14 |

# 12. OPTIONAL MATERIALS None

# **13. COURSE OUTCOMES AND COMPETENCIES**:

* Demonstrate an understanding of organization development and identify the need for change and renewal.
* Analyze organization culture and hypothesize on the behavior of individuals in an organization.
* Analyze the factors contributing to an accelerating rate of change, and make recommendations to enable individuals and groups to cope with change.
* Role-play an OD consultant.
* Research system parameters and recognize symptoms, problems, and causes to change programs, and recommend strategies that can increase motivation to change.
* Identify the range of 3 major OD intervention techniques and how they may be applied.
* Compare team problems and why teams may not be operating at optimum capacity.
* Contrast organization transformation (OT) in relation to the change process.

# 14. ATTENDANCE REQUIREMENTS:

As stated in the Wayland Catalog, students enrolled at one of the University’s external campuses should make every effort to attend all class meetings. All absences must be explained to the instructor, who will then determine whether the omitted work may be made up. When a student reaches that number of absences considered by the instructor to be excessive, the instructor will so advise the student and file an unsatisfactory progress report with the campus executive director. Any student who misses 25 percent or more of the regularly scheduled class meetings may receive a grade of F in the course. Additional attendance policies for each course, as defined by the instructor in the course syllabus, are considered a part of the University’s attendance policy.

# **15. STATEMENT ON PLAGIARISM & ACADEMIC DISHONESTY**:

Wayland Baptist University observes a zero tolerance policy regarding academic dishonesty. Per university policy as described in the academic catalog, all cases of academic dishonesty will be reported and second offenses will result in suspension from the university.

# **16. 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 Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

# **17. COURSE REQUIREMENTS and GRADING CRITERIA**:

**Examinations: Mid-semester and final. Multiple choice questions. (30% of the final grade)**

**Research Project: Diagnose a chosen company/organization (20% of the final grade)**

**PowerPoint supporting Research Project 5%**

**Weekly Discussion Board 20%**

**Journal Article 1: 10%**

**Journal Article 2: 10%**

**Weekly quizzes: 5%**

Late work will be penalized. The later it is the greater the penalty. Any work more than 3 weeks late will receive no credit.

**17.1 Include Grade Appeal Statement:** “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/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.”

# 18. TENTATIVE SCHEDULE

**COURSE OUTLINE/CALENDAR**

|  |  |  |
| --- | --- | --- |
| Class Dates | Topics | Assignments and Readings for Current Week |
| Week 1 | General Introduction to Org Dev  The Nature of Planned Change | Ch 1 and 2 |
| Week 2 | The Organization Development Practitioner  Diagnosing | Ch 3 and 5 |
| Week 3 | The Diagnostic Relationship  Designing Interventions | Ch 6 and 7, Journal Article #1 Due |
| Week 4 | Managing Change  Institutionalizing Org Dev Interventions | Ch 8 and 9 |
| Week 5 | Exam #1 Chapters 1-9 minus 4 |  |
| Week 6 | Interpersonal and Group Processes  Organization Process Approaches | Ch 10 and 11 |
| Week 7 | Restructuring Organizations  Employee Involvement | Ch 12 and 13 |
| Week 8 | Work Design  Performance Management | Ch 14 and 15  Term Project with PPT Due |
| Week 9 | Talent Managment  Transformational Change | Ch 16 and 18  Journal #2 Due |
| Week 10 | Continuous Change  Transorganizational Change | Ch 19 and 20 |
| Week 11 | Final Exam Ch 10-20 minus 17 |  |

# 19. ADDITIONAL INFORMATION:

**DESCRIPTION OF CLASS ASSIGNMENTS AND PROJECTS:**

**Journal Articles:** Choose a scholarly article and provide a brief summary of the research and how it pertains to our class material. “Journal” means scholarly publications with articles based on research - not popular publications. Due to the large number of pseudo-journals only the listed journals in the step-by-step guide will be used. This step-by-step guide to find these articles is under Resources on Blackboard. Components of your paper should include a brief ***Introduction*** that introduces the topic, ***Findings*** on research conducted, ***Implications*** for further research (Does the research trigger a further need in other areas of organizational behavior?), and ***Intellectual Reflection***, tie in how the current chapter and research article are related. This can include professional and personal experiences referencing both the chapter and scholarly article. I would like to see an informed, rational and well-developed opinion that you can justify and support that demonstrates comprehension and evaluation; ***Summary*** which will demonstrate an overall conclusion and synthesis of your paper. **This paper is to be in APA format but no abstract or table of contents is required. Length - 5 full pages plus cover sheet and reference page. Material in the paper should be properly attributed and your reference(s) listed properly on a references page. Submit through SafeAssignment on Blackboard.**

**Organizational Development Diagnosis and Interventions Paper:** Graduate students will conduct an organizational development diagnosis. From the diagnosis, develop an OD problem statement, collect and analyze data, and identify appropriate interventions to effect change. Use the “ Organizational Development Template” found on BlackBoard. This paper must be original for this class. The organization must be real though name can be changed for privacy, and the research must be performed this term, i.e. no published case studies. Also do not attempt to recycle a project done for another class. The best organization to choose is your employer or the employer of someone close to you. Another good alternative is any volunteer organization you have. A company with which you have no personal contact is almost impossible to do properly.

**PowerPoint Presentation: S**tudents will prepare a 20-slide (minimum) presentation on the Organizational Development Diagnosis and Interventions Paper.

Email: Any directives concerning class will be sent to your Wayland email account. It is imperative that you monitor throughout the semester.