



Virtual Campus

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, lifelong learning, and service to God and humankind.

3. COURSE NUMBER & NAME:

MGMT 6303-VC01, Seminar in Organizational Behavior

4. TERM:

Fall, 2018

5. INSTRUCTOR:

Dr. Jesse Greer, PsyD

6. CONTACT INFORMATION:

Office phone: N/A

WBU Email: Jesse.Greer@wayland.wbu.edu

Cell phone: (806)336-0587

7. OFFICE HOURS, BUILDING & LOCATION:

Virtual - I check my email multiple times throughout the day, every day but also feel free to text me anytime Monday-Friday 7:00a.m. to 6:00p.m. CST and Saturday-Sunday 10:00a.m. to 12:00p.m. CST. You can also contact me via text or email to set up an appointment for us to speak over the phone. In case of an emergency, feel free to contact me in any manner.

8. COURSE MEETING TIME & LOCATION:

Meeting day & time: Online

9. CATALOG DESCRIPTION:

Examination of human behavior within organizations utilizing research findings and contributions of behavioral science with respect to perspectives for organizational design, organizational culture, and other related topics. Preparation of a research proposal on an organizational behavior and development topic required.

10. PREREQUISITE:

11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL:

Wayland Baptist University has partnered with RedShelf to bring Inclusive Access, which is a digital copy of the required textbook available on Blackboard day one of class. The prices are very competitive with the market and in most cases below the standard cost. The price of the textbook will be billed to your student account. To check the price of the textbook please locate your required course material at <https://bookstore.wbu.edu>. Once you access the textbook it will ask you if you would like to opt-out. If you choose NOT to use this version you MUST opt-out or you will be charged and refunds are not available.

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#	UPDATED
Classic Readings in Organizational Behavior	Ott/Parks/Simpson	4 th	2008	Cengage	9780-49509-4746	9/30/16
Various Articles Assigned Weekly that are available in the WBU Library. Check your syllabus for weekly readings.						

12. OPTIONAL MATERIALS

13. COURSE OUTCOMES AND COMPETENCIES:

- Critique and synthesize theories in organizational behavior
- Propose research projects that extend or combine research in organizational behavior or other related topics
- Formulate the application of organizational behavior research theories to current management problems

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:

	<u>Points</u>
Discussion Board (5 total worth 50 points each)	250 points
Peer Response (5 total worth 25 points each)	150 points
Synthesis Papers (5 total worth 50 points each)	250 points
Research Paper for this class	<u>200 points</u>
	850 total points

Discussion Board – For weeks 1, 3, 5, 7, and 9: Thursday you will have a discussion board assignment due by 9am CST. The discussion board assignment will be 1-4 questions that you need to answer using the assigned articles for the week. Each question will state that the answer should be a synthesis of the articles, not summaries. Summaries of the articles will result in a grade of zero. For each question follow the criteria defined for that specific question, which includes word count, articles to be used, or outside articles incorporated. The entire set of questions for the week will be worth 50 points all together.

Peer Response – For weeks 2, 4, 6, 8, 10: Monday you will have 3 peer responses due by 9am CST. You should respond to 3 classmates in a substantive manner, which should demonstrate scholarship and critical analysis. Use at least 2 outside source for each response to substantiate your assertions. The more you respond to classmates, and the more comprehensively you respond will increase your grade for this peer response. Your weekly grade for the peer response is worth 25 points.

Synthesis Papers – For weeks 2, 4, 6, 8, 10: Thursday you will need to submit a thoughtful analysis of the required readings for that week. These **3-4 page, double-spaced analyses** are due by 9 am CST. You will upload your paper under the Weekly Content tab in Blackboard.

Synthesis papers are not article summaries and they are not simply your subjective reaction to the readings. The synthesis papers require a thoughtful integration, synthesis and analysis of the readings. The goal of these papers is to help you, and your colleagues, identify research questions and ideas. It is not enough to say that you liked or didn't like a reading – because that won't help your classmates move to a deeper level of analysis. In addition to your assigned readings, please read and incorporate at least **3 academic readings** published in the **last 5 years**. (Two of these articles can be the ones you used in the peer response). These additional articles need to come from the **approved list** of peer reviewed journals that can be found at the bottom of this syllabus. Please provide a bibliography of these additional articles with your synthesis paper. Your synthesis paper should include the following questions. **Please use headings in your papers and include an introduction and conclusion.**

1. What gaps have you discovered in the literature?
2. Write at least 2 measurable research questions.
3. What are your expected results for your research questions?

Research Paper (worth a total of 200 points)

This research paper can be used in part or whole for the Applied Project. However, it must be an Organization Behavior topic. You can also take one of your Synthesis papers and expand it for this research paper.

A research paper will be completed on one of the topics discussed during this class. The paper should be a minimum of 15 pages of content, excluding coversheet, abstract and references. Twenty (20) peer reviewed, scholarly journal articles should be properly cited and noted in the reference. Please use APA format. Check the syllabus for the deadline to have your topic approved. The paper will be submitted to Safe Assignment. If Safe Assignment detects more than 20% match of previously written work we will have a discussion. The total point value for this research paper is 200 points. This paper should include an introduction, literature review, testable hypotheses (research questions), and a conclusion and discussion section. Please use these headings. You will upload your paper under the Weekly Content tab in Blackboard.

ACCEPTED JOURNALS FOR RESEARCH PROJECT

(If you find a great article that is not on this list, email me and let me review the article,)

Academy of Management Executive
Academy of Management Journal
Academy of Management Review
Administrative Science Quarterly
Business Horizons

Harvard Business Review
 Human Resource Journal
 Human Resource Review
 Journal of Applied Behavioral Sciences
 Journal of Applied Psychology
 Journal of Management
 Journal of Managerial Studies
 Journal of Organizational Behavior
 Strategic Management Journal
 The Leadership Quarterly
 Human Relations
 Personal Psychology
 Research in Organizational Behavior
 (You may also use any journal that an assigned reading was published,)

17.1 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

<p>WEEK 1 & WEEK 2</p>	<p style="text-align: center;">CHAPTER 2: MOTIVATION & Additional Article</p> <p style="text-align: center;">Locke, K. & Golden-Biddle, K. (1997). Constructing opportunities for contribution: Structuring intertextual coherence and “problematizing” in organizational studies. <i>Academy of Management Journal</i>, 40(5): 1023-1062.</p> <ul style="list-style-type: none"> • Discussion Board questions for Week 1 due Thursday, August 23rd @ 9am. • Peer Response for Week 1 due Monday, August 27th @ 9am. • Synthesis Paper for Week 2 due Thursday, August 30th @ 9am.
<p>WEEK 3 & WEEK 4</p>	<p style="text-align: center;">JOB ATTITUDES – Required Articles</p>

	<p>Judge, T. A., Thoresen, C. J., Bono, J. E. & Patton, G. K. (2001). The job satisfaction- job performance relationship: A qualitative and quantitative review. <i>Psychological Bulletin</i>, 12, 376-407.</p> <p>Mitchell, T. R., Holtom, B. C., Lee, T. W., Sablinski, C. J. & Erez. M. (2001). Why people stay? Using job embeddedness to predict voluntary turnover. <i>Academy of Management Journal</i>, 44, 1102-1121.</p> <p>Lefkowitz, J. (1994). Sex-related differences in job attitudes and dispositional variables: Now you see them...<i>Academy of Management Journal</i>, 37, 323-349</p> <p>George, J. (1991). State or trait: Effects of positive mood on prosocial behaviors at work. <i>Journal of Applied Psychology</i>, 76, 299-307.</p> <p>Fredrickson, B. L. & Losada, M. F. (2005). Positive affect and the complex dynamics of human flourishing. <i>American Psychologist</i>, 60, 678-686.</p> <p>Arvey, R. D., Bouchard, T. J., Segal, N. L., & Abraham, L.M. (1989). Job satisfaction: Environmental and genetic components. <i>Journal of Applied Psychology</i>, 74, 187-192.</p> <ul style="list-style-type: none"> • Discussion Board questions for Week 3 due Thursday, September 6th @ 9am. • Peer Response for Week 3 due Monday, September 10th @ 9am. • Synthesis Paper for Week 4 due Thursday, September 13th @ 9am.
<p>WEEK 5 & WEEK 6</p>	<p style="text-align: center;">PERSON-ENVIRONMENT FIT – Required Articles</p> <p>Chatman, J. (1989). Improving interactional organizational research: A model of person-organization fit. <i>Academy of Management Review</i>, 14, 333-349.</p> <p>O'Reilly, C. A., Chatman, J., & Caldwell, D. F. (1991). People and organizational culture: A profile comparison approach to assessing person-organization fit. <i>Academy of Management Journal</i>, 34, 487-516.</p> <p>Schneider, B., Goldstein, H. W., & Smith, D. B. (1995). The ASA framework: An update. <i>Personnel Psychology</i>, 48, 747-773. Kristof, A. L. (1996). Person-organization fit: An integrative review of its conceptualizations, measurement, and implications. <i>Personnel Psychology</i>, 49, 1-49.</p> <p>Cable, D. M., & Judge, T. A. (1997). Interviewers' perceptions of person-organization fit and organizational selection decisions. <i>Journal of Applied Psychology</i>, 82, 546-561.</p>

	<p>Cable, D. M. & Edwards, J. R. (2004). Complementary and supplementary fit: A theoretical and empirical integration. <i>Journal of Applied Psychology</i>, 89, 822-834.</p> <p>Hoobler, J. M., Wayne, S. J. & Lemmon, G. 2009. Bosses' perception of work-family conflict and promotability: Glass Ceiling Effects. <i>Academy of Management Journal</i>, 52, 939-957.</p> <ul style="list-style-type: none"> • Discussion Board questions for Week 5 due Thursday, September 20th @ 9am. • Peer Response for Week 5 due Monday, September 24th @ 9am. • Synthesis Paper for Week 6 due Thursday, September 27th @ 9am.
<p>WEEK 7 & WEEK 8</p>	<p style="text-align: center;">PSYCHOLOGICAL CONTRACT, ORGANIZATIONAL CITIZENSHIP BEHAVIOR AND TRUST – Required Articles</p> <p>Wolfe Morrison, E. & Robinson, S.L. (1997). When employees feel betrayed: A model of how psychological contract violation develops. <i>Academy of Management Review</i>, 22, 226-256.</p> <p>Dabos, G. E. & Rousseau, D. M. (2004). Mutuality and reciprocity in the psychological contracts of employees and employers. <i>Journal of Applied Psychology</i>, 89, 52-72.</p> <p>LePine, J. A., Erez, A. & Johnson, D. E. (2002). The nature and dimensionality of organizational citizenship behavior: A critical review and meta-analysis. <i>Journal of Applied Psychology</i>, 87, 52-65.</p> <p>Heilman, M. E. & Chen, J. J. (2005). Same behavior, different consequences: Reactions to men's and women's altruistic citizenship behavior. <i>Journal of Applied Psychology</i>, 90, 431-441.</p> <p>Tekleab, A. G., Takeuchi, R. & Taylor, M. S. (2005). Extending the chain or relationships among organizational justice, social exchange, and employee reactions: The role of contract violations. <i>Academy of Management Journal</i>, 48, 146-157.</p> <p>Kramer, R. M. (1999) Trust and distrust in organizations: Emerging perspectives, enduring questions. <i>Annual Review of Psychology</i>, 50, 569-598.</p> <ul style="list-style-type: none"> • Research paper topic needs to be approved by Thursday, October 4th.

	<ul style="list-style-type: none"> • Discussion Board questions for Week 7 due Thursday, October 4th @ 9am. • Peer Response for Week 7 due Monday, October 8th @ 9am. • Synthesis Paper for Week 8 due Thursday, October 11th @ 9am.
<p>WEEK 9 & WEEK 10</p>	<p style="text-align: center;">CHAPTER 6: ORGANIZATIONAL CHANGE</p> <ul style="list-style-type: none"> • Discussion Board questions for Week 9 due Thursday, October 18th @ 9am. • Peer Response for Week 9 due Monday, October 22nd @ 9am. • Synthesis Paper for Week 10 due Thursday, October 25th @ 9am.
<p>WEEK 11 (Term Ends Saturday, November 3rd)</p>	<p style="text-align: center;">RESEARCH PROJECT</p> <ul style="list-style-type: none"> • Submit your Research Project by Wednesday, October 31st @ 9am.

19. ADDITIONAL INFORMATION

None