

**WBUonline
School of Business**

# 1. 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.

# 2. Course Number & Name

MGMT5325 Organizational Development and Behavior

# **3. Term**

Fall, 2019—Aug 19th- Nov 2nd

# **4. Instructor**

Vilma Edginton, Ph.D

# **5. Contact Information**

* **Office phone:** 858-837-2309
* **WBU Email:** vilma.edginton@wbu.edu
* **Cell phone:** 858-837-2309

# **6. Office Hours, Building & Location**

 Monday/ Thursday 9am-3pm EST

# **7. Course Meeting Time & Location**

Online

# **8. 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.

# **9. Prerequisite**

BUAD 5300 (For the M.P.A. MGMT3304 only)

# **10. Required Textbook And Resource Material**

| **BOOK** | **AUTHOR** | **ED** | **YEAR** | **PUBLISHER** | **ISBN#** | **UPDATED** |
| --- | --- | --- | --- | --- | --- | --- |
| Organization Development and Change | Cummings | 10th | 2015 | Cengage | 9781-13319-0455 | 1/20/2019 |

# 11. Optional Materials

None

# **12. Course Outcomes And Competencies**

Upon completion of this course, the student should be able to:

* 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.

# 13. 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.

# **14. 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.

# **15. 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.

# **16. Course Requirements And Grading Criteria**

| Course Component | Points Each | Value | Total Points |
| --- | --- | --- | --- |
| Discussions | 20 points each | 10 | 200 points Total |
| Assignments | 50 points each | 10 | 500 points Total |
| Application Project | 100 Points | 1 | 100 Points |
| Final Exam | 200 Points | 1 | 200 Points |

# 17.1 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. Biblical Readings

Each week, students are provided with a number of biblical readings that may be useful to economic topic in which they are studying. These biblical readings are suggested but not limited to scripture integration in discussions, assignments and reflections.

# 19. Websites/ Videos

Students are provided with a number of websites and videos that reflect the weekly topic. Students are encouraged to explore the various websites and videos to assist them in better understanding the topic.

If students have any questions regarding the videos, they should contact their instructor immediately.

# 20. Textbook Readings

Each week, students are required to complete chapter readings taken from the textbook. It is important that the reading be completed prior to starting the weekly assignment, discussion or reflection.

If students have any questions regarding the readings, they should contact their instructor immediately.

# 21. Assignments

There will be 10 homework assignments for students to complete each week. Each assignment is worth 50 points and will comprise of 200 points for the entire course. The homework assignments must be completed individually (not group effort) and will reflect the week’s material that is being reviewed.

All assignments must be double spaced and follow APA guidelines- including a title page and reference page. Each assignment should be approximately 500 words.

**Rubrics for Homework Assignments**

* Accuracy of Answer: 25/25
* Analysis of Answer: 10/10
* Faith Integration 10/10
* Spelling/ Grammar: 5/5

# 22. Discussions

There will be a total of 10 discussion postings for this course. These are discussions designed for student participation and engagement, so it is critical that you contribute in a timely manner. Initial postings must be completed by Wednesday and two secondary postings must be completed by Sunday.

Initial posting must be between 150-170 words. Initial postings must be posted by Wednesday of each week. Both objective (facts, figures) and subjective (opinion) are required. Initial of research is also needed in order to validate and justify points.

A minimum of two secondary postings are required per week. Each secondary posting must be a reply to a student or the instructor and must be between 75-100 words. The quality of the secondary posting will be assessed as: subjective analysis, integration of faith or research. Both secondary postings must be completed by Sunday.

The discussion board’s forums should be regarded as classroom conversations. If you do not post anything within the open and active week of the discussion, you in essence came to class and did not say anything or just didn't show up at all.

Due to this conversational nature of discussion boards, late posts will not be accepted. Please ensure you are making your deadlines in the discussion boards. Each discussion assignment will be worth 30 points.

**Rubrics for Discussions**

* Accuracy of Answer: 10/10
* Analysis of Answer: 5/5
* Faith Integration 3/3
* Spelling/ Grammar: 2/2

**23. Application Project:** The Application Project is a case- scenario based project. It should be 3-5 pages in length (not including coversheet and reference page) and follow typical APA conventions (double spacing, proper APA citations, etc.). Integration of research is required.

* **Rubric for Application Project**
* Application of Concepts: 40/40
* Analysis of Answer: 20/20
* Research Integration 20/20
* Faith Integration 10/10
* APA Requirements: 5/5
* Spelling/ Grammar: 5/5

**24. Final Exam:** The final exam will constitute 5 short written answers. It is open book and will be available in the last week.

**Rubrics for Final Exam:**

Accuracy of Answer: 10/10

Analysis of Answer: 5/5

Faith Integration 3/3

Spelling/ Grammar: 2/2

# 23. Tentative Schedule

| Week / Activity | Dates / More Information |
| --- | --- |
| Week One | August 19th- August 25th |
| Discussion #1 | Due August 25th 2019—20 Points |
| Assignment #1 | Due August 25th 2019—50 Points |
| Topic | General Introduction to Org Dev The Nature of Planned Change |
| Reading | Chapter 1, Chapter 2 |
| Week Two | August 26th – September 1st |
| Discussion #2 | Due September 1st 2019—20 Points |
| Assignment #2 | Due September 1st 2019—50 Points |
| Topic | The Organization Development Practitioner Diagnosing |
| Reading | Chapter 3, Chapter 5 |
| Week Three | September 2nd- September 8th |
| Discussion #3 | Due September 8th 2019—20 Points |
| Assignment #3 | Due September 8th 2019—50 Points |
| Topic | The Diagnostic Relationship Designing Interventions |
| Reading | Chapter 6, Chapter 7 |
| Week Four | September 9th- September 15th |
| Discussion #4 | Due September 15th 2019—20 Points |
| Assignment #4 | Due September 15th 2019—50 Points |
| Topic | Managing Change Institutionalizing Org Dev Interventions |
| Reading | Chapter 8, Chapter 9 |
| Week Five | September 16th- September 22nd |
| Discussion #5 | Due September 22nd2019—20 Points |
| Assignment #5 | Due September 22nd2019—50 Points |
| Topic | Interpersonal and Group Processes Organization Process Approaches |
| Reading | Chapter 10, Chapter 11 |

| Week / Activity | Dates / More Information |
| --- | --- |
| Week Six  | September 23rd - September 29th |
| Discussion #6 | Due September 29th 2019—20 Points |
| Assignment #6 | Due September 29th 2019—50 Points |
| Topic | Restructuring Organizations Employee Involvement |
| Reading | Chapter 12, Chapter 13 |
| Week Seven | September 30th- October 6th |
| Discussion #7 | Due October 6th 2019—20 Points |
| Assignment #7 | Due October 6th 2019—50 Points |
| Topic | Work Design Performance Management |
| Reading | Chapter 14, Chapter 15 |
| Week Eight | October 7th- October 13th |
| Discussion #8 | Due October 13th 2019—20 Points |
| Assignment #8 | Due October 13th 2019—50 Points |
| Topic | Talent Management Transformational Change |
| Reading | Chapter 16, Chapter 18 |
| Week Nine | October 14th- October 20th |
| Discussion #9 | Due October 20th 2019—20 Points |
| Assignment #9 | Due October 20th 2019—50 Points |
| Application Project | Due October 20th 2019—20 Points |
| Topic | Continuous Change Transorganizational Change |
| Reading | Chapter 19, Chapter 20 |
| Week Ten | October 21st - October 27th |
| Discussion #10 | Due October 27th 2019—20 Points |
| Assignment #10 | Due October 27th 2019—50 Points |
| Reading | None |
| Week Eleven | October 28th- November 2nd |
| Final Exam | Due November 2nd 2019—200 Points |