



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, Organizational Behavior

**4. TERM:**

Fall, 2019

**5. INSTRUCTOR:**

Mark Bell, Ph.D.

**6. CONTACT INFORMATION:**

Office phone: 731-937-1095

WBU Email: bellm@wbu.edu

Cell phone: 731-937-1095

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

Office hours are by appointment only. I am generally available to schedule an appointment:

M/T/Th 2pm-7pm CT and W/F/Sat. 8am - 12pm CT

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

Virtual Campus

**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:**

None

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

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#	UPDATED
Classic Readings in Organizational Behavior	Ott/Parkes/Simpson	4 <sup>th</sup>	2008	Cengage	9780-49509-4746	8/21/18

Various articles assigned as weekly readings.						
---	--	--	--	--	--	--

**NOTE:** VitalSource etextbook

**For student access:**

1. Every Course in Blackboard has a link to eTextbook [Vital Source] embedded in the course menu, with basic instructions.
2. Printed copies will NOT be available through our bookstore. Students can purchase via Amazon or similar vendor if desired, but the cost is usually substantially more expensive.
3. Students will “register” to access their library.
4. They will be able to read and interact with their textbook from that location.

**12. OPTIONAL MATERIALS:**

None

**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:**

**Requirements:**

Discussion Board (8 total worth 50 points each) 400 points  
 Exploration Essays (4 total worth 100 points each) 400 points  
 Research Paper (Topic, Intro/Refs, & Essay) 200 points  
 Total 1,000 points

**Late Policy**

Unless there are special circumstances as noted below, all work (including Discussion Board assignments and any other graded assignment) must be submitted by the due date.

- Assignments submitted within one week after the due date will receive a 10% deduction.
- Assignments submitted more than one week and less than 2 weeks late will receive a 20% deduction.
- Assignments submitted two weeks late or after the final date of the course will not be accepted.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis. *To be considered for an exemption to the policy, students must contact the professor in advance of the due date.*

**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. TENTATIVE SCHEDULE**

**Topics to Be Covered:** Importance of spirituality in the workplace; integration of values-based decision-making with biblical principles; spirituality and transformational leadership; spirituality and social responsibility of organizations.

Week	Topics Covered	Assignments
1	<ul style="list-style-type: none"> <li>● Motivation</li> </ul>	1. Discussion Forum 1
2	<ul style="list-style-type: none"> <li>● Motivation Cont.</li> </ul>	1. Discussion Forum 2

		2. Exploration Essay 1
3	<ul style="list-style-type: none"> <li>Individuals in Teams and Groups</li> </ul>	<ol style="list-style-type: none"> <li>Discussion Forum 3</li> <li>Exploration Essay 2</li> </ol>
4	<ul style="list-style-type: none"> <li>Individuals in Teams and Groups Cont.</li> </ul>	<ol style="list-style-type: none"> <li>Discussion Forum 4</li> </ol>
5	<ul style="list-style-type: none"> <li>Effects of the Work Environment</li> </ul>	<ol style="list-style-type: none"> <li>Discussion Forum 5</li> <li>Exploration Essay 3</li> </ol>
6	<ul style="list-style-type: none"> <li>Effects of the Work Environment Cont.</li> </ul>	<ol style="list-style-type: none"> <li>Discussion Forum 6</li> </ol>
7	<ul style="list-style-type: none"> <li>Organizational Change</li> </ul>	<ol style="list-style-type: none"> <li>Discussion Forum 7</li> <li>Exploration Essay 4</li> <li>Final Paper Topic Selection</li> </ol>
8	<ul style="list-style-type: none"> <li>Organizational Change Cont.</li> </ul>	<ol style="list-style-type: none"> <li>Discussion Forum 8</li> <li>Final Paper Intro Section &amp; References list</li> </ol>
9-10	<ul style="list-style-type: none"> <li>Final Research Paper</li> </ul>	<ol style="list-style-type: none"> <li>Final Research Paper</li> </ol>
11	<ul style="list-style-type: none"> <li>ARP Update Week</li> </ul>	<ol style="list-style-type: none"> <li>Discussion Forum 9</li> </ol>

## 19. ADDITIONAL INFORMATION

### Discussion Board Grading Rubric

<b>CONTENT Part 1: 10 Total points</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>0 - 2</b>
<b>Introduction outlines discussion</b>  <b>Worth 5 points</b>	Introduction outlines the discussion and introduces the theory/theories and specific questions to be discussed.	Introduction outlines the discussion but lacks specific introduction to theories or questions to be discussed.	Introduction does not outline both the questions or theories to be discussed.	There is minimal or no introduction to the discussion.
<b>Conclusion sums up the discussion</b>	Conclusion reviews the findings of the discussion –	Conclusion reviews some of the findings of the discussion – both	Conclusion includes minimal review of the findings	Conclusion is not included.

<b>Worth 5 points</b>	both from the theory and the answers to the questions.	from the theory and the answers to the questions.	of the discussion – both from the theory and the answers to the questions.	
<b>CONTENT Part 2: 30 Total points</b>	<b>25 - 30</b>	<b>20 - 24</b>	<b>15 - 19</b>	<b>0 - 14</b>
<b>Discussion  Worth 30 points</b>	Well organized synthesis that provides concrete discussion of the theory and questions for the Forum.  Meets Source Requirements  Meets word count requirement  Two peer responses meeting requirements	Well organized, synthesis that demonstrates some discussion of the theory and questions for the Forum  Nearly Meets Source Requirements  Nearly meets word count requirements  Two peer responses of nearly meeting requirements	Weakly organized with little synthesis of the theory or questions for the Forum.  Does not meet source requirements but includes sources  Does not meet word count requirements  One peer response meeting requirements	No organization, or weak or no synthesis of the theory or questions for the Forum.  Supported by no sources.  Severely lacking in word count requirement  No peer responses meeting requirements
<b>STRUCTURE: 10 Total Points</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>0 - 2</b>
<b>Grammar and Spelling  Worth 5 points</b>	Proper spelling and grammar are used.	There are 1–2 spelling and/or grammar errors present.	There are 3–4 spelling and/or grammar errors present.	More than 4 spelling and/or grammar errors are present.

<b>APA Format</b> <b>Worth 5 points</b>	Proper, current APA format is used.	There are 1–2 current APA formatting errors present.	There are 3–4 current APA formatting errors present.	More than 4 current APA formatting errors are present.
<b>TOTAL POINTS</b>  <b>(50 Available Points)</b>				

### Essay Grading Rubric

<b>CONTENT</b> <b>Part 1:</b> <b>20 Total points</b>	<b>9 - 10</b>	<b>7 - 8</b>	<b>5 - 6</b>	<b>0 - 4</b>
<b>Introduction outlines the paper</b>  <b>Worth 10 points</b>	Introduction outlines the paper, with flow and transitions, ending with a purpose statement.	Introduction outlines the paper but lacks flow and transitions.	Introduction does not outline the entire paper. Has little flow or transitions.	Introduction does not outline the entire paper and does not have flow, transitions or purpose statement.
<b>Conclusion sums up the paper</b>  <b>Worth 10 points</b>	Conclusion reviews the concepts outlined in an organized way.	Conclusion reviews much of the concepts outlined in a semi organized way.	Conclusion reviews some of the concepts.	Conclusion is not organized.
<b>CONTENT</b> <b>Part 2:</b> <b>60 Total points</b>	<b>50 - 60</b>	<b>40 - 49</b>	<b>30 - 39</b>	<b>0 - 29</b>
<b>Essay</b>  <b>Worth 60 points</b>	Well organized synthesis that demonstrates logical	Well organized, synthesis but demonstrates illogical sequencing or structure with	Weakly organized with no logical sequencing or structure with	No organization, sequencing, or structure. Summarizes.

	sequencing and structure with sub-headings. Detailed conclusions are reached from the evidence offered.	some sub headings. Some conclusions are reached from the evidence offered.	no sub headings. Summarizes more than synthesizes. Some indication of conclusion from the evidence offered.	No conclusions are made from the evidence offered.
	Meets Source Requirements	Nearly Meets Source Requirements	Does not meet source requirements but includes sources	Supported by no sources.
	Meets page count requirement	Nearly meets page count requirements	Does not meet page count requirements	Severely lacking in page count requirement
<b>STRUCTURE: 20 Total Points</b>	<b>9 - 10</b>	<b>7 - 8</b>	<b>5 -6</b>	<b>0 - 4</b>
<b>Grammar and Spelling</b>  <b>Worth 10 points</b>	Proper spelling and grammar are used.	There are 1–2 spelling and/or grammar errors present.	There are 3–4 spelling and/or grammar errors present.	More than 4 spelling and/or grammar errors are present.
<b>APA Format</b>  <b>Worth 10 points</b>	Proper, current APA format is used.	There are 1–2 current APA formatting errors present.	There are 3–4 current APA formatting errors present.	More than 4 current APA formatting errors are present.
<b>TOTAL POINTS</b>  <b>(100 Available Points)</b>				

