



Hawaii 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 5342-HI01, Power & Politics in Organizations

4. TERM:

Spring 1 2021

Term: Spring 1st8weeks - Section VC01

Dates: from January 11th through March 06th 2021

5. INSTRUCTOR:

Dr. Henrique Regina

6. CONTACT INFORMATION:

Cellular phone number: (808) 222-9407

E-mail address: hregina@wbu.edu

7. OFFICE HOURS, BUILDING & LOCATION:

Monday through Saturday, 1 PM to 9 PM CST

8. COURSE MEETING TIME & LOCATION:

Meeting day & time: On-line, weekly activities starting on Mondays.

9. CATALOG DESCRIPTION:

Examines, enhances, and expands competencies in identifying, analyzing, and engaging in the use of power and politics within an organizational setting. An examination in the influence power and politics has on managerial decision-making and organizational conflict.

10. PREREQUISITE:

None

11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL:

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#	UPDATED
Organizational power politics: Tactics in organizational leadership.	Fairholm	2nd	2009	Greenwood Publishing Group	978-0-275-94420-9	6/5/14
AND	AUTHOR	ED	YEAR	PUBLISHER	ISBN#	UPDATED

Political savvy: Systematic approach to leadership behind- the-scenes.	DeLuca	2nd	2002	EBG Publications	9780- 96676- 3607	4/24/17
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University Textbook Disclosure:

"Wayland Baptist University has partnered with VitalSource to offer digital copy of the required textbook available on Blackboard day one of class. If you haven't done so, set up your student VitalSource account using your @wayland.wbu.edu email account. Personal email addresses cannot be used. **However, the textbooks adopted for this course are only available in printed copies.** Please consult with the online University bookstore for more information."

12. OPTIONAL MATERIALS

13. COURSE OUTCOMES AND COMPETENCIES:

- Assess political styles within an organization.
- Determine method for systematically assessing an organization's political environment.
- Predict the range of strategic orientations, tactics, and techniques that ethical and unethical power-users may adopt.
- Analyze and individual's, department's and organization's power base to influence desired outcomes.
- Discuss how politically savvy leaders enact effective interventions within highly-competitive and challenging organizational cultures (domestic and multinational).

14. ATTENDANCE REQUIREMENTS:

Important Disclosure: the first graded assignment (Introduce Yourself) is due on the Wednesday of Week 1. This graded activity (20 extra points) serves to confirm the student's enrollment and interest to remain in the course. If activity # 1 is not completed by the first Wednesday of the term, the student will be considered a "No Show" and will be automatically unenrolled from the course. Please pay attention to this important course activity.

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.

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.

Wayland Baptist University

Statement on Plagiarism and Academic Dishonesty

Writing is a collaborative art. Working out ideas for your paper with an instructor, writing tutor, classmate, family member, or friend is encouraged not only for this class, but also for other classes that involve writing. Discussion and collaborative brainstorming are good. However, passing off another's *writing or ideas* as your own is plagiarism. It is unethical, it constitutes Academic Dishonesty (cheating), and it is sufficient grounds both for failure of a course and suspension from the university.

Common examples of plagiarism or academic dishonesty include the following:

- Copying any amount of text directly from an internet website, book, or other document without appropriate citation and synthesis into one's own discussion.
- Paraphrasing the ideas presented in any source or oral discussion without *appropriate citation*.
- Using the evidence and conclusions of any source as the controlling framework for one's own paper.
- Recycling work from a previous or current course, whether your own work or another student's work.
- Purchasing or otherwise downloading a paper from an internet website.

In some writing assignments, you will be expected to incorporate scholarly sources into your document. ALL OF THE FOLLOWING must be met to constitute *appropriate citation* of any source:

- Including MLA, Chicago, or APA parenthetical or note-style citation format as required by the instructor.
- Placing borrowed text directly from another source within "quotation marks."
- Introducing clearly another author's voice into the document by means of a signal phrase (an introduction of that author).
- Offering, in short, a clear distinction between one's own voice or ideas and those of any outside authors brought into the discussion.

Wayland Baptist University observes a ZERO TOLERANCE policy regarding Academic Dishonesty.

- Any suspected instance of academic dishonesty, including plagiarism, will first be evaluated by the instructor, and discussed individually with the student.
- If the instructor determines that a student's actions constitute Academic Dishonesty, the case will be filed with the dean of the School of Languages and Literature and reported to the university executive vice president/provost, as per university policy.
- Per university policy, second offenses RESULT IN SUSPENSION FROM THE UNIVERSITY.
- In this course, the first instance of Academic Dishonesty may also result in a zero on the assignment.

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:

Complete all assigned reading as indicated on the attached course schedule, participate in the on-line discussion board forums and complete all assignments, including case studies and exams when applicable. In case the student is unable to submit assignments on the due date, please make prior arrangements with the instructor.

Important Disclosure: the first graded assignment (Introduce Yourself) is due on the Wednesday of Week 1. This graded activity (20 extra points) serves to confirm the student's enrollment and interest to remain in the course. If this activity is not completed by the first Wednesday of the term, the student will be considered a "No Show" and will be automatically unenrolled from the course. Please pay attention to this important course activity.

Homework (66%) – There are six homework assignments, each worth 110 points. Homework assignments' detailed instructions are posted in Blackboard in their respective weekly folders.

Midterm Assignment (14%) – The midterm assignment format will be presented in its respective weekly folder in Blackboard. The assignment is worth 140 points.

Research Paper (20%) - The course research paper will require a minimum of 12 pages of content covering the Introduction, Literature Review, and Conclusions sections. The paper title page, abstract, table of contents, and references page don't count towards the 12 pages requirement. Students are expected to utilize at least 8 scholarly (peer-reviewed) sources published within the last five (5) years. Students are required to present their research paper in classroom. Oral presentation carries 30% of the overall points (60 points) and the content portion carries 70% of the points (140 points). More detail information regarding the research paper will be provided in the classroom, including a review of American Psychological Association (APA, 7th ed.) writing styles, format, and rules.

Grade Scale:

90 to 100 % A

80 to 89%	B
70 to 79%	C
60 to 69%	D
0 to 59%	F

Grade Distribution:

Homework 66%

Exams 14%

Research paper 20%

Total 100%

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

Week 1: 01/11/2021 through 01/17/2021

Reading requirements:

Fairholm: Introduction: The History and Theory of Power

Fairholm: Chapter 1 – Elements of a Definition

Fairholm: Chapter 2 – Defining the Forms of Power

DeLuca: Chapter 1 - Introduction

DeLuca: Chapter 2 – Understanding Your Own Political Style

Homework # 1, due on 01/17/2021

Week 2: 01/18/2021 through 01/24/2021

Reading requirements:

Fairholm: Chapter 3 – Bases of Power

Fairholm: Chapter 4 – Using Power Politics in Organizational Life

Fairholm: Chapter 5 – A Power Use Model

DeLuca: Chapter 3 – The Political Blind Spot

Homework # 2, due on 01/24/2021

Week 3: 01/25/2021 through 01/31/2021

Reading requirements:

Fairholm: Chapter 6 – Power Use Tactics: Application of Power on the Job

Fairholm: Chapter 7 – Using Power in Organization

Fairholm: Chapter 8 – Tactics Used with Superiors
DeLuca: Chapter 4 – A Case Example: The Future of the Milford Steel Company
Homework # 3, due on 01/31/2021

Week 4: 02/01/2021 through 02/07/2021

Reading requirements:

Fairholm: Chapter 9 – Power Tactics Used with Peers
Fairholm: Chapter 10 – Tactics Used with Subordinates
DeLuca: Chapter 5 – Mapping the Political Territory: The OPMT tool
Homework # 4, due on 02/07/2021

Week 5: 02/08/2021 through 02/14/2021

Reading requirements:

Fairholm: Chapter 11 – Comparing Tactics
DeLuca: Chapter 7 – Charting a Political Strategy: Agenda Linking
DeLuca: Chapter 6 – Developing Coalitions
Midterm exam, due on 02/14/2021

Week 6: 02/15/2021 through 02/21/2021

Reading requirements:

Fairholm: Chapter 12 – How Inner Leaders Get Willing Compliance
DeLuca: Chapter 8 – 101 Ways to Shoot Oneself in the Foot: Know the Organization Culture
DeLuca: Chapter 9 – Building Momentum
Homework # 5, due on 02/21/2021

Week 7: 02/22/2021 through 02/28/2021

Reading requirements:

Fairholm: Chapter 13 – Using Power in Multinational Groups
DeLuca: Chapter 10 – Customizing Attempts at Influence
DeLuca: Chapter 11 – Handling the Machs
Homework # 6, due on 02/28/2021
Research Paper and PowerPoint Presentations due on 03/06/2021

Week 8: 03/01/2021 through 03/06/2021

Research Paper and PowerPoint Presentations are due 03/06/2021(Saturday)

19. ADDITIONAL INFORMATION

Faculty may add additional information if desired.