# Wayland Logo

Campus Name

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 5342-section number, Power & Politics in Organizations

# **4. TERM**: Spring 1 – January 10, 2022 – March 5, 2022

# **5. INSTRUCTOR**: Dr. Tony Strange, Ed.D, Professor Business and Education

# **6. CONTACT INFORMATION**:

Office phone: 907-378-5876

WBU Email: stranget@wbu.edu

Cell phone: listed above

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

Virtual Campus – Online via Email

Monday – Friday: 9:00 to 3:00 pm

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

Meeting day & time: Virtual Campus - Online

# **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 | 9780-31337-9765 | 6/5/14 |
| **AND** |  |  |  |  |  |  |
| Political savvy: Systematic approach to leadership behind-the-scenes. | DeLuca | 2nd | 2002 | EBG Publications | 9780-96676-3607 | 4/24/17 |

# 12. OPTIONAL MATERIALS

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

* Assess political styles within an organization and discuss the individual and organizational factors which stimulate political behavior.
* Determine methodology 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 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:

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.

WBUonline (Virtual Campus)

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 3 or more weeks of an 11 week term, 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 term 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.

# **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**:

**(Include information about term papers, projects, tests, presentations, participation, reading assignments, etc. and how many points or what percentage of the final grade each of these components or assignments is worth)**

**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.”

1. Always contact the professor if you need assistance.

Weights of required assignments/activities

Class participation including Discussion Board = 100 points

Posting General Comments = 100 points

Mid-Term = 100 points

Casebook Assignment (3 X 100 points) = 300 points

Final Paper Outline = 50 points

Final Exam = 100 points

Final Paper = 150 points

Power point presentation = 100 points

# 18. TENTATIVE SCHEDULE

January 16 Introductions – posted on Discussion Board

Part 1 – Choosing to Become an Active, Ethical Player

DeLuca Book - Chapters 1 - 3

Discussion Board Questions

January 23 Part 2 – Systematically Understanding the Political Lay or the Land

DeLuca’s Chapters 4 and 5

Blackboard Assignment

Discussion Board and Video Review

January 30 Part 3 – Taking Action: Strategy Formulation

DeLuca’s Chapters 6 and 7

Discussion Board and Video Review

February 6 Part 4 – Tactics and Techniques of the Politically Savvy

Read Chapters 8 – 11 and Summary

Discussion Board and Video Review

February 13 Power - Part 1 Defining Power in Working Groups

Fairholm’s Book - Read Chapters 1 - 4

Discussion Board and Video

February 20 Part 2 – Power Use: Tactical and Strategic

Fairholm’s Chapters 5 – 7

Discussion Board and Videos Review

February 27 Part 3 – Power Interventions that work

Fairholm’s Chapter 8 – 10

Discussion Board and Video Review

March 6 Summary and Conclusion

ADDITIONAL INFORMATION

Faculty may add additional information if desired.