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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 4320-section number, Organizational Behavior

# **4. TERM**:

Spring, 2020: Feb 24 – May 16

# **5. INSTRUCTOR**:

Dr. Bob Vega

# **6. CONTACT INFORMATION**:

WBU Email: [vegar@wbu.edu](mailto:vegar@wbu.edu)

Cell phone: 808-753-5478

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

Online, Sunday to Friday, 5-10 PM

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

Meeting day & time:

# **9. CATALOG DESCRIPTION**:

Ethical dimensions of goals and values of organizations and managers with a perspective on understanding and working with people.

# 10. PREREQUISITE:

MGMT 3304

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **BOOK** | **AUTHOR** | **ED** | **YEAR** | **PUBLISHER** | **ISBN#** | **UPDATED** |
| Organizational Behavior: Managing People & Organizations + MindTap | Griffin/Phillips/  Gully | 13th | 2020 | Cengage | 9781-33791-6929 | 7/10/19 |

# 12. OPTIONAL MATERIALS

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

* Describe the key competencies necessary for managerial effectiveness;
* Identify how personalities and attitudes affect behavior, commitment, and organizational effectiveness;
* Describe the motivational process relating to change;
* Explain the concepts of stress and the stressors that affect organizational performance;
* Identify the essentials of effective ethical leadership; assess the limitations on a leader’s impact.

# 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**:

|  |  |  |
| --- | --- | --- |
| ASSIGNMENT | POINTS | TOTAL POINTS |
| Discussion Forums x 10 | 50 points per discussion forum | 500 |
| Midterm Assignment | Exam I | 100 |
| Research Assignment | PowerPoint Presentation | 300 |
| FINAL ASSIGNMENT | Exam II | 100 |
| TOTAL POINTS |  | 1000 |

Grading Scale: A = 90 - 100% B = 80 - 89% C = 70 - 79% D = 60 - 69% F = below 60% I = for

Incomplete W = for Withdrawal

**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 | START  DATE | READING TOPICS | CHAPTER | ASSIGNMENTS | GRADED ASSIGNMENT  POINTS |
| 1 | Feb 24 | An Overview of Organizational Behavior  The Changing Environment of Organizations | 1, 2 | Reading  Discussion | 50 |
| 2 | Mar 2 | Individual Differences  Individual Values, Perceptions, and Reactions | 3, 4 | Reading  Discussion | 50 |
| 3 | Mar 9 | Motivating Behavior  Motivating Behavior with Work and Rewards | 5, 6 | Reading  Discussion | 50 |
| SPRING BREAK, MARCH 16-20 | | | | | |
| 4 | Mar 23 | Groups and Team  Decision Making and Problem Solving | 7, 8 | Reading  Discussion | 50 |
| 5 | Mar 30 | Communication  Managing Conflict and Negotiation | 9, 10 | Reading  Discussion | 50 |
| 6 | Apr 6 | MIDTERM ASSIGNMENT | 1-10 | MIDTERM EXAM | 100 |
| 7 | Apr 13 | Traditional Leadership Approaches  Contemporary Views of Leadership in Organizations | 11, 12 | Reading  Discussion | 50 |
| 8 | Apr 20 | Power, Influence, and Politics  Organizational Structure and Design | 13, 14 | Reading  Discussion | 50 |
| 9 | Apr 27 |  |  | RESEARCH POWERPOINT PRESENTATION DUE | 300 |
| 10 | May 4 | Organizational Culture  Organizational Change and Change Management | 15, 16 | Reading  Discussion | 50 |
| 11 | May 11 | FINAL ASSIGNMENT | 11-16 | FINAL EXAM | 100  End of Course, Saturday,  May 16 |

# 19. ADDITIONAL INFORMATION

Faculty may add additional information if desired.