# "WBUlogo"

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, lifelong learning, and service to God and humankind.

# 3. COURSE NUMBER & NAME:

MGMT 5342-section number, Power & Politics in Organizations

# **4. TERM**:

Spring, 2020

# **5. INSTRUCTOR**:

Dr. Melody Bourne

# **6. CONTACT INFORMATION**:

Office phone: 770-713-1139

WBU Email: melody.bourne@wayland.wbu.edu

Cell phone: 770-713-1139

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

# Monday – Friday: 9:00 am – 7:00 PM (Central Time)

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

Meeting day & time: asynchronous within Blackboard course management system

# **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

American Psychological Association (2010*). Publication manual of the American Psychological Association* 6th ed. Washington, D.C. Author.

ISBN: 9781433805615

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

* Distinguish between past and present power-use theory;
* Assess their individual political style;
* Evaluate popular beliefs about organization politics;
* Discuss the individual and organizational factors which stimulate political behavior;
* Determine how to systematically assess and evaluate an organization’s political environment.
* Predict the range of strategic orientations, tactics, and techniques that ethical and unethical power-users may adopt;
* Determine if a political action is ethical;
* Propose an effective strategy for using power to achieve individual and corporate objectives in the workplace;
* Illustrate 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.

# **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**:

1. Discussion Board – 500 points
2. Individual Assessment Paper – 100 points
3. Organization Assessment Paper – 100 points
4. Research Paper – 300 points

**Discussion Board Requirements:**

There will be a weekly discussion board forum throughout the course

**Initial Post:** each student will create an initial post that relates to the discussion question or topic. The post will be in APA format, and will include at least one scholarly reference. Suggested word count is 400 – 500 words.

**Peer Responses:** each student will respond to two or more peer’s initial posts. Comments should extend and deepen meaningful conversation and may include a follow-up question. Suggested word count is 200 or more in either a single post or across multiple posts.

**Assignment Requirements:**

**Assessments and Research Papers:** all assignments are expected to be original work and written in APA format with a **minimum of three** scholarly resources.

**Assignment Submissions:** The normal weekly deadline is Sunday, 11:30 pm (Central Time). All assignments require uploads to Blackboard by the designated deadline; only uploaded submissions are graded.

**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.”

# 18. TENTATIVE SCHEDULE

**Week 1:**

1. Discussion Board Introductions
2. Readings: Organizational Power Politics (OPP) chapters 1 - 3
3. Discussion Board Forum 1 – Initial Post

**Week 2:**

1. Discussion Board Forum 1 – Peer Responses
2. Readings: OPP chapters 4 - 6

**Week 3:**

1. Discussion Board Forum 2 – Initial Post
2. Readings: OPP chapters 7 - 9

**Week 4:**

1. Discussion Board Forum 2 – Peer Responses
2. Readings: OPP chapters 10 - 13
3. Individual Assessment Paper

**Week 5:**

1. Discussion Board Forum 3 – Initial Post
2. Readings: Political Savvy chapters 1 - 2

**Week 6:**

1. Discussion Board Forum 3 – Peer Responses
2. Readings: Political Savvy chapters 3 - 4

**Week 7:**

1. Discussion Board Forum 4 – Initial Post
2. Readings: Political Savvy chapter 5
3. Organization Assessment Paper

**Week 8:**

1. Discussion Board Forum 4 – Peer Responses
2. Readings: Political Savvy chapters 6 - 8

**Week 9:**

1. Discussion Board Forum 5 – Initial Post
2. Readings: Political Savvy chapters 9 - 10

**Week 10:**

1. Discussion Board Forum 5 – Peer Responses
2. Readings: Political Savvy chapters 11 - 13

**Week 11:**

1. Final Research Paper

# 19. ADDITIONAL INFORMATION

Faculty may add additional information if desired.