

## Wayland Mission Statement

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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.

## Contact Information

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**Course:** MGMT 6303 VC01 – Organizational Behavior

**Campus:** WBUonline

**Term/Session:** Summer 2023

**Instructor:** Dr. Jesse Greer

**Office Phone Number/Cell #:** (806)336-0587

**WBU Email Address:** GreerJ@wbu.edu

**Office Hours, Building, and Location:** Virtual – By Appointment

**Class Meeting Time and Location:** WBUonline

## Textbook Information

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**Required Textbook(s) and/or Required Materials:**

No textbook is required.

**Optional Materials:** Current APA Manual

## Course Information

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**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.

**Prerequisite:**

In good standing with the DMGT program.

**Course Outcome 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
- Integrate course concepts relative to the Christian Worldview.

## Attendance Requirements

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### WBUonline

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.

## University Policies

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**Statement on Plagiarism and 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.

**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 Director of Counseling, Career and Disability Services serves as the coordinator of students with disability and should be contacted concerning accommodation request at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

Accessibility issues with content in WBUonline courses or in Blackboard should be addressed to the WBU accessibility coordinator, Rick Hammer, [hammerr@wbu.edu](mailto:hammerr@wbu.edu) or call 1-866-547-9192 for 24/7 Blackboard Support.

**Student Grade Appeals:** 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 to the 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.

## Course Requirements and Grading Criteria

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Discussion Board (4 total worth 50 points each)	200 points
<u>Exploration Essays (4 total worth 150 points each)</u>	<u>600 points</u>
<b>Total</b>	<b>800 points</b>

### Letter Grades:

- A (90-100%): 720 - 800 points
- B (80 - 89%): 640 - 719 points
- C (70 - 79%): 560 - 639 points
- D (60 - 69%): 480 - 559 points
- F (0 - 59%): 479 points or below

### 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, other than Discussion Board assignments, submitted within one week after the due date will receive a 10% deduction.
- Assignments, other than Discussion Board 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.
- Discussion Board assignments must be submitted during the discussion week and will not be accepted late.

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.***

### The University has a standard grade scale:

A = 90-100, B = 80-89, C = 70-79, D = 60-69, F= below 60, W = Withdrawal, WP = withdrew passing, WF = withdrew failing, I = incomplete. An incomplete may be given within the last two weeks of a long term, within the last week of an 8-week session, or within the last two days of a microterm to a student who is passing, but has not completed a term paper, examination, or other required work for reasons beyond the student's control. A grade of "incomplete" is changed if the work required is completed prior to the last day of the next long 16-week term or 8-week session, unless the instructor designates an earlier date for completion. If the work is not completed by the appropriate date, the I is converted to an F.

## Tentative Schedule

Week	Topics Covered	Assignment(s)
1	Motivation	Exploration Essay 1
2	Motivation Cont.	Discussion Forum 1
3	Individuals in Teams and Groups	Exploration Essay 2
4	Individuals in Teams and Groups Cont.	Discussion Forum 2
5	Effects of the Work Environment	Exploration Essay 3
6	Power and Influence	Discussion Forum 3
7	Organizational Change	Exploration Essay 4
8	Organizational Change Cont.	Discussion Forum 4

## Additional Information

### DISCUSSION GRADING RUBRIC (50 POINT TOTAL)

Component	Points Possible	Points Possible	Points Possible	Points Possible
<b>CONTENT</b> Part 1: 10 Total points	5 each	4 each	3 each	0-2 each

<p><b>Introduction</b> outlines discussion</p> <p>Worth 5 points</p>	<p>Introduction outlines the discussion and introduces the theory/theories and specific questions to be discussed.</p>	<p>Introduction outlines the discussion but lacks specific introduction to theories or questions to be discussed.</p>	<p>Introduction does not outline both the questions or theories to be discussed.</p>	<p>There is minimal or no introduction to the discussion.</p>
<p><b>Conclusion</b> sums up the discussion</p> <p>Worth 5 points</p>	<p>Conclusion reviews the findings of the discussion – both from the theory and the answers to the questions.</p>	<p>Conclusion reviews some of the findings of the discussion – both from the theory and the answers to the questions.</p>	<p>Conclusion includes minimal review of the findings of the discussion – both from the theory and the answers to the questions.</p>	<p>Conclusion is not included.</p>
<p><b>CONTENT</b> <b>Part 2:</b> 30 Total points</p>	<p><b>25-30</b></p>	<p><b>20-24</b></p>	<p><b>15-19</b></p>	<p><b>0-14</b></p>
<p><b>Discussion</b></p> <p>Worth 30 points</p>	<p>Well organized synthesis that provides concrete discussion of the theory and questions for the Forum.</p> <p>Meets Source Requirements</p> <p>Meets word count requirement</p> <p>Two peer responses meeting requirements</p>	<p>Well organized, synthesis that demonstrates some discussion of the theory and questions for the Forum</p> <p>Nearly Meets Source Requirements Nearly meets word count requirements</p> <p>Two peer responses of nearly meeting requirements</p>	<p>Weakly organized with little synthesis of the theory or questions for the Forum.</p> <p>Does not meet source requirements but includes sources</p> <p>Does not meet word count requirements</p> <p>One peer response meeting requirements</p>	<p>No organization, or weak or no synthesis of the theory or questions for the Forum.</p> <p>Supported by no sources.</p> <p>Severely lacking in word count requirement</p> <p>No peer responses meeting requirements</p>

<b>STRUCTURE</b> 10 Total points	<b>5 each</b>	<b>4 each</b>	<b>3 each</b>	<b>0-2 each</b>
<b>Grammar and Spelling</b>  Worth 5 points	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>  Worth 5 points	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.

#### ESSAY GRADING RUBRIC (150 POINT TOTAL)

<b>Component</b>	<b>Points possible</b>	<b>Points possible</b>	<b>Points possible</b>	<b>Points possible</b>
<b>CONTENT Part 1:</b> 40 Total points	<b>9-10 each</b>	<b>7-8 each</b>	<b>5-6 each</b>	<b>0-4 each</b>
<b>Introduction outlines the paper</b>  Worth 20 points	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>  Worth 20 points	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 Part 2:</b> 80 Total points	<b>50 - 60</b>	<b>40 - 49</b>	<b>30 - 39</b>	<b>0 - 29</b>

<p><b>Essay</b></p> <p>Worth 80 points</p>	<p>Well organized synthesis that demonstrates logical sequencing and structure with sub-headings. Detailed conclusions are reached from the evidence offered.</p> <p>Meets Source Requirements</p> <p>Meets page count requirement</p>	<p>Well organized, synthesis but demonstrates illogical sequencing or structure with some subheadings. Some conclusions are reached from the evidence offered.</p> <p>Nearly Meets Source Requirements</p> <p>Nearly meets page count requirements</p>	<p>Weakly organized with no logical sequencing or structure with no subheadings. Summarizes more than synthesizes. Some indication of conclusion from the evidence offered.</p> <p>Does not meet source requirements but includes sources</p> <p>Does not meet page count requirements</p>	<p>No organization, sequencing, or structure. Summarizes. No conclusions are made from the evidence offered.</p> <p>Supported by no sources.</p> <p>Severely lacking in page count requirement</p>
<p><b>STRUCTURE:</b></p> <p>30 Total Points</p>	<p><b>9-10 each</b></p>	<p><b>7-8 each</b></p>	<p><b>5 -6 each</b></p>	<p><b>0 – 4 each</b></p>
<p><b>Grammar and Spelling</b></p> <p>Worth 15 points</p>	<p>Proper spelling and grammar are used.</p>	<p>There are 1–2 spelling and/or grammar errors present.</p>	<p>There are 3–4 spelling and/or grammar errors present.</p>	<p>More than 4 spelling and/or grammar errors are present.</p>
<p><b>APA Format</b></p> <p>Worth 15 points</p>	<p>Proper, current APA format is used.</p>	<p>There are 1–2 current APA formatting errors present.</p>	<p>There are 3–4 current APA formatting errors present.</p>	<p>More than 4 current APA formatting errors are present.</p>