



MGT 032: Organizational Behavior

Term: 2020 Winter Session

Instructor: Staff

Language of Instruction: English

Classroom: TBA

Office Hours: TBA

Class Sessions Per Week: 6

Total Weeks: 4

Total Class Sessions: 25

Class Session Length (minutes): 145

Credit Hours: 4

Course Description:

This course examines a variety of issues including motivation theory, rewarding behavior, personalities and value, group behavior and conflict, political behavior, career life design, organizational structure, and organizational system and design. Students will learn about the factors for effective management and the ways of enhancing the quality of employees work life. Upon completing the course, students will be able to apply the fundamentals of organizational behavior to real world issues.

Course Materials:

1. **Textbook:**

Organizational Behavior, Stephen P Robbins, Timothy A Judge, 18th edition

Course Format and Requirements:

Class time will be used for a combination of lectures, class discussions, and student presentations.

Attendance:

Attendance at lectures is vital to get a thorough understanding of the material, but I will not check-up on you by circulating an attendance roster. Good attendance will be rewarded, however, in that all quiz questions and most exam questions will be drawn from the lectures. Furthermore, only those who attend class can earn points for participation.



Grading Scale:

A+: 98%-100%

A: 93%-97%

A-: 90%-92%

B+: 88%-89%

B: 83%-87%

B-: 80%-82%

C+: 78%-79%

C: 73%-77%

C-: 70%-72%

D+: 68%-69%

D: 63%-67%

D-: 60%-62%

F: Below 60%

Course Assignments:

Quizzes:

Throughout the semester, students will have 6 in-class quizzes. The formats include multiple choices and True/False. The lowest grades of the semester will be dropped.

Team Project:

The purpose of the project is to give every team of 3-5 people an opportunity to apply what has been learned in the course (through course lectures, readings, and discussions). Each team is expected to gather information from people in an organization through direct contact. Students must supplement this information with data from the media, the organization's literature, and other secondary sources. Each team should identify a relatively recent problem to analyze (i.e., this should not be an historical account of a problem and the company's solution) and focus analysis by applying the concepts from our course.

Team Project Deliverables through the semester:

1. Project proposal
2. Executive summary with a brief summary of the problem and a brief summary of your proposed solution
3. Project paper with least 10 double spaced pages (1 inch margins, 12 point font)
4. The ELECTRONIC oral presentations



5. Project Evaluations

Exam:

The two midterm exams and final exams will consist of objective questions in multiple choice, short answers, and/or essays. All exams will be close-book.

Course Assessment:

Quizzes	10%
Team Project	20%
Midterm Exam 1	20%
Midterm Exam 2	20%
Final Exam	30%
Total	100%

Course Schedule:

Week 1- Class 1	Week 1- Class 2
Overview of class: What is Organizational Behavior? Go through Syllabus	Emotions and Moods: Emotional awareness; Emotional intelligence; Emotional awareness scale; Emotional intelligence group exercise
Week 1- Class 3	Week 1- Class 4
<u>Quiz 1</u> Personality and values: Big 5 personality traits; Terminal vs. Instrumental values	Personality and Values: Person-job fit; Person-organization fit; Assertiveness; Personality; Type-A behavior scales; Students form Team in class
Week 1- Class 5	Week 1- Class 6
attitudes and job satisfaction: cognitive dissonance;	<u>Quiz 2</u> Job Characteristics model



<p>job satisfaction and Herzberg two-factor theory <u>Team Project Deliverable 1 DUE</u></p>	<p>Emotions and Moods: Emotional Intelligence (EI); Narcissism</p>
<p>Week 2- Class 7</p>	<p>Week 2- Class 8</p>
<p>perception and individual decision making: attribution theory; locus of control; decisions in organizations</p>	<p><u>Midterm Exam 1</u></p>
<p>Week 2- Class 9</p>	<p>Week 2- Class 10</p>
<p>Perception and Individual Decision Making: Locus of Control (Cont.); Decisions in organizations (Cont.); Biases, ethical considerations in decision making <u>Team Project Deliverable 2 DUE</u></p>	<p>Motivation Theory & Application: Theories including Herzberg; Vroom; Maslow; McGregor; McClelland</p>
<p>Week 2- Class 11</p>	<p>Week 2- Class 12</p>
<p><u>Quiz 3</u> Motivation Theory & Application: Path-Goal; MBO; Self-efficacy; Equity; Expectancy</p>	<p>People in Groups: Why do we do what we do?; And why we keep doing it? Groups and Teams: Differences; Stages of formation; Conformity; Group decision making</p>
<p>Week 3- Class 13</p>	<p>Week 3- Class 14</p>
<p>Communication; Simon's model; Active listening; Supportive feedback; <u>Review instructor's feedback on team project</u></p>	<p><u>Quiz 4</u> Leadership in Organizations: Trait theories, contingency theories; Charismatic leadership</p>
<p>Week 3- Class 15</p>	<p>Week 3- Class 16</p>
<p>Leadership in Organizations: Authentic ethics and true; Empowerment through delegation</p>	<p>Bases of Power; Power Tactics; Team Project Deliverable 3 Draft in-class</p>



	Discussion; Review and Feedback
Week 3- Class 17	Week 3- Class 18
<u>Midterm 2</u>	Political behavior; Impression management Conflict and Negotiation
Week 4- Class 19	Week 4- Class 20
<u>Quiz 5;</u> conflict and negotiation (Cont.); manage oneself	Organization: Design; Dynamic Environments <u>Team Project Deliverable 3 DUE</u>
Week 4- Class 21	Week 4- Class 22
Organization: Culture; Creating a Great Organization	<u>Quiz 6</u> organizational change; tools for assistance
Week 4- Class 23	Week 4- Class 24
Stress Management; <u>Team Project Deliverable 4 DUE</u>	<u>Final Presentation</u>
Week 4- Class 25	<u>Final Exam (Cumulative): TBA</u>
<u>Final Presentation (Cont.) ;</u> Wrap-up and Review for Final <u>Team Project Deliverable 5 DUE</u>	

Academic Integrity:

Students are encouraged to study together, and to discuss lecture topics with one another, but all other work should be completed independently.

Students are expected to adhere to the standards of academic honesty and integrity that are described in the Shanghai Normal University's *Academic Conduct Code*. Any work suspected of violating the standards of the *Academic Conduct Code* will be reported to the Dean's Office. Penalties for violating the *Academic Conduct Code* may include dismissal from the program. All



students have an individual responsibility to know and understand the provisions of the *Academic Conduct Code*.

Special Needs or Assistance:

Please contact the Administrative Office immediately if you have a learning disability, a medical issue, or any other type of problem that prevents professors from seeing you have learned the course material. Our goal is to help you learn, not to penalize you for issues which mask your learning.