 

**Course Information**

* MGT 2530 – Management of Organizational Behavior
* Semester: WIN 2024 – Section 001
* Meeting times: Weekly starting Monday, January 8th through Tuesday April 30th, 2024
* Course Format: Online (Asynchronous)
* Methods of Instruction: Text readings, recorded lectures, written assignments, case studies, self-assessments, role plays, and exams.

**Faculty Contact Information**

* Instructor: Dr. Marian Mety
* Office Address: Remote
* Office hours: 6pm – 9pm EST Monday-Friday
* Telephone: (586) 260-9033 Cell
* Email Address: df6106@wayne.edu

**Required Textbooks/Course Materials**

* Text: Organizational Behavior – A Practical, Problem-Solving Approach by Angelo Kinicki, 3rd Edition, McGraw-Hill.
* Access to McGraw-Hill CONNECT
* Your best and least expensive option is to keep the First-Day Inclusive Access that is given to you prior to the start of the course.
* Lectures and other course recordings are posted in the ECHO 360 Recordings link on the left Navigation menu in Canvas.
* Any additional course documents are posted in the Help and Assistance Module on Canvas.

**Course Details**

**DESCRIPTION:** This course focuses on the effective management of human behavior within organizations, aiming to (1) introduce students to key concepts, models, and theories of organizational behavior, (2) apply these to diagnose organizational problems, and (3) enhance students' ability to influence and improve behaviors, practices, and policies.

**Major/Minor Topics**

Topics covered include individual differences, motivation, attitudes, performance, communication, diversity, leadership, power, decision-making, conflict, groups and teams, and organizational culture.

**Learning Objectives/Outcomes**

**OBJECTIVES**

1. To introduce students to the major concepts, models, and theories of OB,
2. to help them diagnose organizational problems,
3. to help them evaluate different management approaches, and
4. to apply OB concepts and models to improve and influence organizational practices and behaviors.

**OUTCOMES**

At the end of this course, students should be able to:

1. Understand and explain Organizational Behavior (OB) as an important evidence-based discipline that applies to all key functions of management and to personal performance and satisfaction in organizations.
2. Understand and explain the major concepts and models in OB that are used to predict, explain, and influence individual and group behavior in organizations.
3. Use these major OB concepts and models in a systematic way to identify and define managerial and organizational problems, identify potential causes, and recommend solutions.
4. Apply OB concepts and models to develop and modify practices and programs to increase effectiveness at the individual, group, and organizational levels.

**BUSINESS SCHOOL LEARNING GOALS:**

In addition, among the set of learning and skill objectives emphasized by the Mike Ilitch School of Business, the following will be emphasized in this course:

1. critical thinking (conceptualizing problems, analyzing information logically and effectively, and generating alternative solutions to problems);
2. written communication (competently communicating in writing so that the intended message is understood by the target audience; using proper mechanics of writing); and
3. ethical analysis (identifying and understanding ethical issues arising in organizational contexts and decisions; making considered and well-justified decisions when faced with ethical issues).

**GRADING POLICIES**

* All course assignments, exams, and other activities are evenly weighed toward a total of 1,000 points.
* Your final grade **may** be rounded up if the decimal is .5 or above. Doing so is at the discretion of the instructor and **not** at the request or demand of the student.
* The grading scale used for this course follows the grading scheme used in Canvas.
* Extra credit for the course is as follows: 5 points given if 75% of the class completes the course evaluation and 5 points for a one-time replacement assignment when a scheduled assignment is missed (approved by the instructor).

Percentages and points for the items included in the 1000 points are as follows:

Exams (2) 20% 200 points (50 multiple-choice questions @ 2 pts each)

Case Studies (2) 20% 200 points (2 submissions at 100 points each)

Role Plays 22% 220 points (11 @ 20 points each)

Assignments 13% 130 points (13 @ 10 points each)

Self-assessments 12% 120 points (12 @ 10 points each)

Practice Quizzes 13% 130 points (13 @ 10 points each)

1000 points

**GRADING SCALE**

The standard grading scale that will be used for all sections of this class is as follows:

A = 94 - 100%

A- = 90 - 93%

B+ = 87 - 89%

B = 84 - 86%

B- = 80 - 83%

C+ = 77 - 79%

C = 74 - 76%

C- = 70 - 73%

D+ = 67 - 69%

D = 64 - 66%

D- = 60 - 63%

F = 0 - 59%

**LATE ASSIGNMENT POLICY**

A 10% per diem deduction for late submissions will be enforced for Connect assignments that allow for it. Since Role-Plays and Self-Assessments do not allow late submissions, these assignments will receive a zero if not submitted on the due date. Case studies will be subject to the 10% per diem deduction if submitted past the due date and time. Please submit assignments in a timely manner to avoid issues with submissions that are close to the 11:59pm deadline. These assignments will be subject to a one-day 10% deduction.

**TEST AND ASSIGNMENT DUE DATES**

**Module 1 - Week of January 8, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 1 - Making OB Work for Me |  |
| **1-21** | Self-Assessment – Assessing My Perspective on Ethics | 10 |
|  | Assignment – Unethical Behavior: Causes and Consequences | 10 |
|  | Assignment – Click and Drag: Soft vs. Hard Skills | 10 |
|  | Practice Quiz Chapter 1 | 10 |
|  | Total Points | 40 |

**Module 2 - Week of January 15, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 2 – Values and Attitudes |  |
| **1-21** | Self-Assessment – What are My Core Values? | 10 |
|  | Assignment – Causes of Job Satisfaction | 10 |
|  | Practice Quiz Chapter 2 | 10 |
|  | Total Points | 30 |

**Module 3 - Week of January 22, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 3 – Individual Differences and Emotions |  |
| **1-28** | Assignment – Emotional Intelligence | 10 |
|  | Role play – Banking on Emotional Intelligence | 20 |
|  | Self-assessment – How Positively Do I See Myself? | 10 |
|  | Practice Quiz Chapter 3 | 10 |
|  | Total Points | 50 |

**Module 4 - Week of January 29, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 4 – Social Perception and Managing Diversity |  |
| **2-4** | Assignment – Model of Person Perception | 10 |
|  | Role Play – Diversity and Perception: Piecing It Together | 20 |
|  | Practice Quiz Chapter 4 | 10 |
|  | Total Points | 40 |

**Module 5 - Week of February 5, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 5 – Foundations of Employee Motivation |  |
| **2-11** | Assignment – Equity Theory | 10 |
|  | Role Play – Individual Differences: Time to Pump Up Memberships | 20 |
|  | Self-assessment – Assessing Your Acquired Needs | 10 |
|  | Practice Quiz Chapter 5 | 10 |
|  | Total Points | 50 |

**Module 6 - Week 0f February 12, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 6 – Performance Management |  |
| **2-18** | Assignment - Managing Goal Setting | 10 |
|  | Role Play - Performance Management: Lagging or Leading | 20 |
|  | Self-Assessment - What Rewards Do I Value Most? | 10 |
|  | Practice Quiz Chapter 6 | 10 |
|  | Case Analysis #1 – Amazon Workers | 100 |
|  | Total Points | 150 |

**Module 7 - Week of February 19, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 8 – Groups and Teams |  |
| **2-25** | Assignment – Click and Drag: Building an Effective Team | 10 |
|  | Role Play – Teamwork Makes the App Work (OB) | 20 |
|  | Practice Quiz Chapter 8 | 10 |
|  | Total Points | 40 |

**Module 8 - Week of February 26, 2024**

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| **Due Date** | **Item Due** | **Points** |
| **2-29** | Mid-Term Exam – 50 multiple-choice questions  Covers Chapters 1-6 and 8  Available from 2-28 at 9am till 2-29 at 11:59pm | 100 |

**Module 9 - Week of March 4, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 9 – Communication in the Digital Age |  |
| **3-10** | Self-Assessment – Assessing My Listening Style | 10 |
|  | Role Play – Change Management: A Fresh New Idea | 20 |
|  | Assignment – Tips for Effective Listening | 10 |
|  | Practice Quiz Chapter 9 | 10 |
|  | Total Points | 50 |

**March 11 – 17th – Spring Break – NO CLASSES**

**Module 10 - Week of March 18, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 10 – Managing Conflict and Negotiations |  |
| **3-24** | Assignment – How to Deal With Personality Conflicts | 10 |
|  | Self-Assessment - Preferred Conflict-Handling Style | 10 |
|  | Role Play – Negotiations: Let’s Make a Deal | 20 |
|  | Practice Quiz Chapter 10 | 10 |
|  | Total Points | 50 |

**Module 11 - Week of March 25, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 11 – Decision-Making |  |
| **3-31** | Assignment – Decision-Making Biases | 10 |
|  | Role Play – Decision-Making: A Bridge Over Troubled Water | 20 |
|  | Self-Assessment – What is My Decision-Making Style? | 10 |
|  | Self-Assessment – Assessing Your Intuition | 10 |
|  | Practice Quiz Chapter 11 | 10 |
|  | Total Points | 60 |

**Module 12 - Week of April 1, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 12 – Power, Influence, and Politics |  |
| **4-7** | Assignment – Nine Political Tactics | 10 |
|  | Role Play – Power and Influence: A Managerial Thrill Ride | 20 |
|  | Practice Quiz Chapter 12 | 10 |
|  | Case Analysis #2 – Walmart Values | 100 |
|  | Total Points | 140 |

**Module 13 - Week of April 8, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 13 – Leadership Effectiveness |  |
| **4-14** | Role-Play – Leadership: Transactional vs. Transformational Leadership | 20 |
|  | Self-Assessment – Assessing Your Readiness to Assume a Leadership Role | 10 |
|  | Self-assessment – Assessing Your Boss’s Transformational Leadership | 10 |
|  | Practice Quiz Chapter 13 | 10 |
|  | Total Points | 50 |

**Module 14 – Week of April 15, 2024**

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| **Due Date** | **Item Due** | **Points** |
|  | Read Chapter 14 – Organization Culture, Socialization, and Mentoring |  |
| **4-21** | Role play – Socialization: How to Successfully Bring New Colleagues Onboard | 20 |
|  | Assignment – Process of Culture Change | 10 |
|  | Self-Assessment – What Type of Org Culture Do I Prefer? | 10 |
|  | Practice Quiz Chapter 14 | 10 |
|  | Total Points | 50 |

**Module 15 - Week of April 22, 2024**

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| **Due Date** | **Item Due** | **Points** |
| **4-25** | Final Exam – Chapters 9 - 14  50 multiple-choice questions  Available from 4-24 at 9am till 4-25 at 11:59pm | 100 |

**ONLINE COURSES ONLY**

**HARDWARE AND SOFTWARE REQUIREMENTS**

* Operating Systems: Windows 7+ and Mac OSX 10.8+
* Supported Internet browsers: IE9+, Firefox 28+, Chrome 34+, Safari 6.0+
  + It is recommended that you keep your Internet browsers running the latest version to avoid any security issues and to have the most current features available.
* Browser preferences: Cookies enabled with the latest versions of Adobe Flash Player and Java installed.
* Microphone
* Broadband Internet connection (with the ability to hard wire in for exams)
* Download Zoom if you wish to participate in any Zoom meetings (free to students)
* Microsoft Office (free to students)
* Canvas, MS Teams (free to students)
* Respondus Lockdown Browser (download from link in Canvas)

**MEETING REQUIREMENTS**

* None; any scheduled Zoom Meetings are optional.

**McGRAW-HILL CONNECT**

* Access to Connect and the eBook is included with First-Day Inclusive Access program
* This program provides students with access to course materials at an affordable price. Course materials are made available to you on or before the first day of class and usually at a discounted price. A direct charge for the course materials is placed against your student account and is displayed on your tuition bill. Since participation in the program is optional, you can opt-out of the program to receive a refund on your account for the course materials, however, you will then need to purchase them at a higher price though the bookstore, publisher website, or your favorite textbook provider.
* Remember that opting-out will cost you more money for course materials and will automatically take away your access to the course! You may also lose your completed assignments. **DON’T** Opt Out!