



## University of International Business and Economics International Summer School

### MGT 302 Organizational Behavior

**Term: June 15 – July 16, 2020**

**Instructor: Fuxi Wang**

**Home Institution: University of International Business and Economics**

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**Class Hours: Monday through Thursday, 120 minutes each day 5:30-7:30 p.m.**

**Office Hours: By appointment only**

**Total Contact Hours: 64 contact hours (45 minutes each, 48 hours in total)**

**Location: WEB**

**Credit: 4 credits**

#### **Course Description:**

Organizational behavior is a field of study devoted to understanding, explaining, and ultimately improving the attitudes and behaviors of individuals and groups in organizations. This course will examine theory and practice of interpersonal, group process and organizational behavior. Attention will be paid to private and public companies as well as non-government organizations. Students will learn to diagnose complex, multi-dimensional situations and decide upon courses of action. Students will also learn to develop and employ the perspectives of management and leadership roles as they do so. As such, the course will stretch students to think as business professionals, and, to the extent that they do so, it will provide a foundation for their future growth.

#### **Course Goals:**

- ✧ Demonstrate analytical skills and utilize these analytical skills to resolve business problems.
- ✧ Identify and define organizational behavior concepts.
- ✧ Apply those concepts to improve understanding of individual work attitudes and behaviors.
- ✧ Apply those concepts to improve the functioning of individual organizational unit.
- ✧ Demonstrate an understanding of cultural differences that relate to managing in a global context.
- ✧ Understand the effects of technology and change on managing individuals

#### **Course Content:**

Job Performance and Satisfaction; Organizational Commitment  
Stress; Motivation; Trust, Justice and Ethics; Learning Decision Making;  
Personality and Cultural Values; Ability;  
Teams Characteristics and Diversity; Leadership: Power and Negotiation;  
Organization Structure and Culture; Leadership Styles and Behavior

### Required Textbook:

Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2018). *Organizational behavior: Improving performance and commitment in the workplace (6th ed)*. Burr Ridge, IL: McGraw-Hill Irwin.  
**ISBN: 1259927660**

### Supplementary Readings:

Electronic resources and all major business and current event newspapers, journals and magazines represent a great source of material on OB issues

### Course Evaluation:

A. Homework:	20%
B. Tests + Midterm:	40%
C. Final projects:	40%

### About course evaluation:

**A)** The three tests and midterm exam are inclusive of textbook material, supplementary readings. Every test is 10%, midterm exam is also 10%, making up for 40% of the final grades in total.

Tests 1-3 are multiple choices + short answers in format; each test covers 4 chapters, 2 hours in length (each). Students are responsible for material covered in the lectures as well as the text. All tests and midterm exam will be closed book – no books, intelligent cell phones, notes, calculators, electronic dictionaries, or aids of any type will be allowed.

**B)** Final projects will constitute 40% of the final grades.

A group can be formed with 4-6 students. If you want to form groups with someone you know, prospective group lists should be given to me prior to the second week of class.

The project will involve a presentation on a topic relating to a course concept addressed in class, found in the text, or other topic relating to Organizational Behavior. A list of potential topics as well as further information about the group project will be given the first day that groups meet.

Each group should notify me of your choice of topics prior to June 24. In the event that more than one group chooses the same topic, the topic will be assigned on a first-come, first-served basis.

### Guidelines for presentations:

1. Do not read verbatim. Use only bulleted note cards. This is more like an informative presentation than a presidential address.
2. Presentations should last an average of 5 minutes per presenter or 20 minutes for a four-person group. Practice at least once before class to find out how the time plays out.
3. Dress professionally and show pride of workmanship.

4. Final projects constitute 40% of the final grades, grade will be given on the group basis, but may vary in accordance with performance of each speaker. This is your opportunity to be creative with visual aids and charts. The use of PowerPoint is strongly encouraged. You can create advertising, new packaging, a video, or something else (be innovative) to make your presentation interesting.
5. Due to online course arrangement, each group should make a video of their presentation and submit.

**Grading Scale:**

**Assignments and examinations will be graded according to the following grade scale:**

<b>A</b>	90-100	<b>C+</b>	72-74
<b>A-</b>	85-89	<b>C</b>	68-71
<b>B+</b>	82-84	<b>C-</b>	64-67
<b>B</b>	78-81	<b>D</b>	60-63
<b>B-</b>	75-77	<b>F</b>	below 60

**Academic Integrity:**

Students are responsible for knowing policy regarding academic honesty. The University of International Business and Economics (UIBE) expects students to be honest in their academic work. Academic dishonesty is viewed as a serious violation of university rules and such misconduct is not accepted by academic community. In particular, students must refrain from plagiarism, cheating and collusion in connection with examinations, submitting substantially the same piece of work to different classes and must fully acknowledge all the sources of ideas and all assistance received in work submitted to the instructor for evaluation. Violation of the rules of academic honesty may lead to suspension or disqualification of the student from further study at UIBE.

**Tentative Course Schedule:**

*Note: The following are approximate topics and dates. I reserve the right to make changes as necessary.*

<b>DATE</b>	<b>TOPICS</b>	<b>CHAPTE</b>	<b>REMARKS</b>
June 15	Syllabus, Course overview		
June 16	Chapter 1. Introduction to Organizational Behavior	1	Final projects groups formed
June 17	Chapter 2. Job Performance	2	
June 18	Chapter 3. Organizational Commitment	3	
June 22	Chapter 4. Job Satisfaction	4	
June 23	Test 1 (Chapter 1-4)		
June 24	Chapter 5. Stress	5	Test 1 returned

June 25	Chapter 6. Motivation	6	Final projects topics selected
June 29	Chapter 7. Trust, Justice and Ethics	7	
June 30	Midterm Exam		
July 1	Chapter 8. Learning and Decision Making	8	Midterm exam
July 2	Chapter 9. Personality and Cultural Values	9	
July 6	Test 2 (Chapter 5-8)		First draft for final projects
July 7	Chapter 10. Ability	10	Test 2 returned
July 8	Chapters 11&12. Teams: Characteristics and	11-12	
July 9	Test 3 (Chapter 9-12)		Second draft for final projects
July 13	Leadership: Power and Negotiation	13	Test 3 returned
July 14	Chapter 14. Leadership: Styles and Behavior	14	Final draft for final projects
July 15	Chapters 15 & 16. Organizational Structure & Organizational Culture	15-16	
July 16	<b>Final projects presented and wrapping up</b>		