



Course Syllabus

MGMT 303 – Organizational Behavior

Winter, 2020

*Bridgewater State University
Louis M. Ricciardi School of Business
Department of Management*

Class Start and End Dates: December 28th, 2020 – January 22nd, 2021

Your Professor: Todd C. Harris, Ph.D.; Associate Professor of Management

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Office Hours: Tuesdays, 12:00 pm - 1:30 pm, Wednesdays, 4:30 pm - 6:00 pm and by appointment.

To contact me during these times, simply call 617.290.5686 or email T3Harris@Bridgew.Edu

Course Credits: 3

Required Text: **Managing Behavior in Organizations**, Jerald Greenberg. 6th edition. Pearson Higher Ed, ISBN: 9780132729833. **FYI:** The book is available through the BSU Bookstore, and through many online retailers (e.g. Amazon, eBay, Chegg, etc.). You should only buy the book itself; you will NOT need anything else. Renting or buying is fine, new or used is fine.

Course Goals: After completing this course, my hope is that you will be able to:

1. Discuss the general field of organizational behavior, its historical foundations, and importance in the current business environment.
2. Discuss ethical and social responsibility practices and their impact on an organization's success.
3. Relate how the study of behavioral sciences can improve management effectiveness, employee satisfaction, and motivation.
4. Identify various leadership styles and how they can improve organizational management.
5. Describe how engendering high-performance teams can improve a company's bottom line.
6. Discuss methods for improving inter-personal and inter-organizational communications.
7. Develop techniques for making effective decisions as business professionals.
8. Discuss how emotional and personality constructs affect the organizational climate.

9. Identify the markers of an organizations culture and how that relates to creativity, change, and innovation.

Learning Objectives: This course surveys current concepts regarding organizational and behavioral theory. It focuses on individuals and teams within the demands of the contemporary business environment. Students will explore how leaders and employees act and react to various challenges. An emphasis will be placed on employee development in an ever-changing, global work environment. Topics to be discussed include motivation, leadership, communications, interpersonal relationships, personality, innovation and culture.

Class Pedagogy: Web-based, with student-faculty interactions via Zoom. Additional interactive exercises. Chapter readings, supplementary readings, and case studies.

Class Preparation: Quite simply, as in most things in life, you will get out of this course what you put into it. As your instructor, I will do everything that I can to ensure your success, but you must meet me half-way. *Make sure you check your BSU email frequently (e.g. at least once per day).* It is your responsibility to be prepared for each week, including readings, case study preparation, and questions from the professor. All project assignments must be handed in on time; late papers will be penalized (- 2 point per day late), there is no make-up work (but there is a bonus opportunity, see below). The professor reserves the right to assign external exercises/projects periodically.

Academic Integrity: Academic integrity is a fundamental expectation of all students in this course. Cheating (for example copying answers from another student's exam sheet, allowing another student to take an examination in your place, making use of notes during a closed book/closed notebook examination, etc.), plagiarism (representing the work of another individual as your own), and other forms of academic misconduct will not be tolerated. Instances of cheating on an examination will result in an automatic grade of 0 for the examination with no opportunity to retake the examination. Other forms of academic misconduct will receive equivalent sanctions. Please remember that assisting another student to cheat on an examination or assignment also constitutes academic misconduct and you will be accountable for knowingly providing such assistance. All students are expected to adhere to the University policy concerning academic honesty. For more information on the University's academic honesty policy, check this web site:

https://catalog.bridgew.edu/content.php?catoid=14&navoid=1367#_ga=2.95742491.628583842.1598464367-1625060780.1505146495

Grading:

OB - Organizational Behavior Reflection Papers (4)	60%
OA - Organizational Analysis Paper (1)	25%
CP – Class Participation	15%

Organizational Behavior (OB) Reflection Papers: There will be four 750-word papers due over the course of the semester. For these assignments, I will ask you to think critically and deeply about a key issue in the field of organizational behavior. You may be expected to answer a question, advance an argument, take a position, critique a policy, etc. You will have one week to complete each of the

papers. Papers must be turned in on-time, complete, clear, well-organized, well-argued, and free from grammatical errors.

Organizational Analysis (OA) Paper: This course capstone assignment will require you to select an organization with which you are familiar and in a 2,000-word paper, highlight for me what you believe are the most interesting and important facets of that organization at the individual, team and organizational levels of analysis. The purpose of this paper is to help you “pull together” the various OB concepts that we covered in the course, and to see how they impact an organization that you have a personal connection to. I will be looking for evidence that you: (a) understand what the field of organizational behavior is all about, and (b) why the field of organizational behavior matters to workers and the organizations that employ them.

For example, perhaps a company that you used to work for had an interesting approach to motivating its workers. Describe that for me. What was unique about it? What were the advantages? What were the disadvantages? How did the approach align with the concepts and theories that we learned about in class? Based on what you now know about OB, what improvements would you suggest? Be sure to employ organizational behavior concepts studied in this course. For example, your paper might deal with the culture of the organization, diversity issues, ethical considerations, leadership styles, and communication patterns. Use the concepts and theories discussed in class and covered in your text as the underpinning of your analysis and assessment.

Note that this paper requires you to cite: (1) specific OB terms, concepts and examples from our textbook, AND (2) at least one article from one of the following sources:

- The New York Times (www.nytimes.com)
- The Wall Street Journal (www.wsj.com)
- Harvard Business Review (www.hbr.org)

MGMT 303 - Course Calendar - Winter, 2021

Week Number	Week Of	Organizational Behavior Topics and Required Reading
1	December 28 th , 2020	<ul style="list-style-type: none">▪ Ch. 1 – Field of Org Behavior▪ Ch. 2 – Justice, Ethics, CSR▪ Ch. 3 – Personality, Perception, Learning▪ Ch. 4 – Emotions and Stress
2	January 4 th , 2021	<ul style="list-style-type: none">▪ Ch. 5 – Work-Related Attitudes▪ Ch. 6 – Employee Motivation▪ Ch. 7 – Conflict, Cooperation, Trust
3	January 11 th , 2021	<ul style="list-style-type: none">▪ Ch. 8 – Communication▪ Ch. 9 – Teams and Groups▪ Ch. 10 – Decision-Making▪ Ch. 11 - Leadership
4	January 18 th , 2021	<ul style="list-style-type: none">▪ Ch. 12 – Organizational Culture, Creativity, Innovation▪ Ch. 13 – Organizational Design▪ Ch. 14 – Organizational Change and Development

Organizational Analysis (OA) Paper Due Friday January 22nd, 2021