

**Cal Poly San Luis Obispo
Orfalea College of Business
Business 387: Organizational Behavior
Spring 2014**

Professor Chris Zatzick

Class Location: Bldg 3, Room 201.

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Class Time: Mon/Wed 12:10-2pm

Office Hours: Mon/Wed 10:30-12pm and by appointment.

Office: Bldg 3, 320

Course Website: PolyLearn website.

Course Overview:

This is an introductory course in organizational behavior (OB). The purpose of this course is to provide a basic knowledge of how to manage people and other resources in organizations. The course will introduce concepts and theories that help us to understand and predict what people tend to do in various situations and circumstances. The course applies to profit and nonprofit organizations including corporations, hospitals, universities or some other organization. It also provides background for those planning to take courses in human resources management.

Course-level Objectives:

Students will achieve learning as follows:

- Knowledge of behavioral and organizational science theory and concepts as applicable to individuals, teams and organizations.
- Understanding of methods and techniques that are helpful in developing effectiveness in individual, teams, and organizations.
- Better understanding of motivation in work situations.

OCOB-level Learning Objectives:

This course will contribute to the attainment of the following BSBA Program Learning Objectives:

- LO 1.1: Apply knowledge to identify opportunities and solve business problems.
- LO 3.1: Exhibit the ability to work in a diverse environment.
- LO 4.1: Demonstrate effective written communication skills.
- LO 4.2: Demonstrate effective oral communication skills.
- LO 4.3: Demonstrate effective participation in teams.

Required Textbook:

Bauer, Talya, and Erdogan, Berrin. Organizational Behavior, **V1.1**. Flatworld Knowledge. 2010. eISBN: 978-1-4533-2768-5.

<http://students.flatworldknowledge.com/course?cid=1519521&bid=122425>

Grading:

Assignment/Activity	Percentage of Final Grade	Points
Midterm #1 Exam (individual)	25%	100
Midterm #2 Exam (individual)	25%	100
Team project/presentation #1 (team)	12.5%	50
Team project/presentation #2 (team)	25%	100
Participation (individual and team)	12.5%	50

Grading for the course will approximately be as follows:

A	93% or higher
A-	90 – 92.9%
B+	87 – 89.9%
B	83.1 – 86.9%
B-	80-83%
C+	77 – 79.9%
C	73.1 – 76.9%
C -	70 – 73%
D+	67 – 70%
D	63.1 – 66.9%
D -	60 – 63%
F	59.9% or below

Missed exam or paper: You are required to take the exams at the scheduled times; failing to do so results in you receiving a “0” for that exam. The only exceptions to that rule are (a) serious physical injury or illness that would significantly impair your performance, and (b) death of an immediate family member. You must provide written documentation, in advance if at all possible. Make-up exams are NOT available for the midterm exam. In cases of documented illness or family emergency, the midterm grade will be shifted to the 2nd exam. Where illness or emergency prevents a student from taking the second exam, a make-up exam will be held. The schedule of the make-up exam is to be determined by the professor.

All papers must be turned in on time. There are no exceptions.

Details of Assignments**Required Examinations: (50% of course grade)**

There will be two exams. Both exams will be closed book. Exam format will be announced before the exam.

Assignments

There are individual and team aspects of the course designed to allow you to engage in discussions and activities to enhance your own and your classmates' knowledge.

Participation (12.5%): You are expected to actively contribute to the class by participating in class exercises and discussions, asking questions to learn about your classmates' viewpoints, and asking questions about course material. You will also be evaluated on any presentation made in class. Absences from class will affect your participation mark. Finally, participation or failure to participate in the team project will influence your participation mark. Overall, participation points are based on your contribution to class discussion throughout the semester, as well as your team participation.

Team Project/Presentation #1 (12.5% of your course grade)

Motivation case. Details will be provided in week 2.

Team Project/Presentation #2 (25% of your course grade)

Objectives: There are three main reasons for this assignment. First, it is critical that you develop the ability to research, analyze, and communicate ideas on an assigned topic. Second, most organizations require their employees to work in teams, and this assignment gives you the opportunity to develop teamwork skills. Finally, group dynamics is a fundamental aspect of OB. By working in teams, you will have a firsthand opportunity to experience group dynamics.

Requirements: To be discussed in class during week 4.

Team Guidelines

Individuals will be assigned to a group of approximately 5-6 students. Each team member is expected to contribute equally to the group effort. Teams should attempt to resolve problems with non-contributing members themselves. In the event that the group has been unable to resolve the problem after several reasonable attempts, they should report the problem to me. **At the end of the quarter, team members will complete peer evaluations on the participation of all team members including themselves. Individuals with minimal participation may lose points on the project, lose participation points, or receive a zero on the project.**

Students with Special Needs

If you have a disability for which you are or may be requesting an accommodation, you are encouraged to contact both me and the Disability Resource Center (DRC), Building 124, Room 119, (805) 756-1395 or email drc@calpoly.edu as early as possible in the quarter.

Ethical Code of Conduct and Student Privacy

Improper academic conduct shall be interpreted to mean the obtaining and using of information during an examination or for an assignment by means other than those permitted by the instructor, including supplying such information to other students. All forms of academic dishonesty, including cheating, plagiarism, and falsification of academic records are subject to disciplinary action.

MEETING DATE	TOPIC	PREASSIGNED READINGS/ACTIVITIES*
Wednesday, 4/2	Introduction to OB	Read: Chapter 1 and Chapter 2 (demographic diversity section)
Monday, 4/7	Personality, Perception, and Values	Read: Chapter 2 (cultural diversity section) and Chapter 3 <i>Preparation:</i> Big 5 survey www.outofservice.com/bigfive (bring results to class).
Wednesday, 4/9	Attitudes and Behaviors	Read: Chapter 4 <i>Preparation:</i> Complete one page individual profile describing your personality, values, and worldview. Team formation.
Monday, 4/14	Work in groups	Team Assignment #1 (Chapters 5 and 6)
Wednesday, 4/16	Work in groups	Team Assignment #1 (Chapters 5 and 6)
Monday, 4/21	Motivation	Read: Chapters 5 and 6 Team Assignment #1 Due
Wednesday, 4/23	Stress and Emotions	Read: Chapter 7 Midterm review
Monday, 4/28	Midterm Exam #1	
Wednesday, 4/30	Group Development and Teams	Read: Chapter 9
Monday, 5/5	Communication	Read: Chapter 8 <i>Preparation:</i> Read Radio Shack case (pgs 175-176) and prepare to discuss questions
Wednesday, 5/7	Decision Making	Read: Chapter 11
Monday, 5/12	Conflict and Negotiation	Read: Chapter 10
Wednesday, 5/14	Power and politics	Read: Chapter 13
Monday, 5/19	Leadership	Read: Chapter 12 <i>Preparation:</i> Find a newspaper article about a leader and be prepared to link the article to leadership theories.
Wednesday, 5/21	Organizational Culture	Read: Chapter 15
(Classes meet on Tuesday 5/27)	Organizational Structure	Read: Chapter 14
Wednesday, 5/28	Midterm #2	
Monday, 6/2	Group work	
Wednesday, 6/4	Presentations	Final team project presentations. Final team project due in class.

*I reserve the right to add, drop, or modify readings and assignments during the term.