

Management 452: Organizational Behavior (OB)

Fall, 2012

W 6:00-8:30pm; TH 100

Call #:13320

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Office Hours: By appointment

Course Objective and Format

This course provides an introduction to Organizational Behavior (OB). We will emphasize how and why people behave in a formal organizational context. Although the course is research-oriented and will focus on significant theoretical perspectives, practical aspects of managing and being managed are discussed. This is accomplished through the text, lectures, class discussion, experiential exercises, videos, and a group project. Students are encouraged to participate in class by discussing personal work experiences that are relevant to the course material.

Text

Bauer, T. & Erdogan, B. (2010). Organizational Behavior. Flatworld Knowledge. ISBN 0-9820430-6-6. Get free access to the book at:

<http://students.flatworldknowledge.com/course?cid=910553&bid=122425>

If you have a problem with this URL, go to www.flatworldstudents.com and find your class using my name, the course name or Institution.

Evaluation

Grades will be earned on the basis of a final exam (60%), a group project (25%), and class participation (15%). Of the 25 percentage points assigned to the project, 20 will be based on the group grade and 5 points will be based on each individual's contribution to the project (as evaluated by the other group members). Students will receive written instructions for the group project when it is assigned early in the term. An optional midterm exam will be given for students who would prefer to place less weight on the final. The optional midterm is worth 25%. Thus, for students taking the optional midterm, the final will be worth 35%. There will be **NO MAKEUPS** for the optional midterm, and once the optional midterm is taken, it cannot be dropped regardless of the grade. The final is comprehensive, but stresses the latter half of the course. No books, notes, or electronics of any type may be accessed during exams.

Academic Honesty

Attention is drawn to University policy and regulations on honesty in academic work, and to the disciplinary guidelines and procedures applicable to breaches of such policy and regulations. [see www.uic.edu/depts/dos/studentconduct.html] All university, faculty, and department policies on academic honesty will be strictly enforced. The usual consequence of academic dishonesty is failure of the course and referral of the case to the University authorities for additional disciplinary action, with the possibility of expulsion from the University. Tests are individual works and are to be completed without outside assistance of any sort. Plagiarism on written work, such as the group project will also result in severe penalties. In the past, I have assigned failing grades to students caught cheating. So, be sure that all work on tests is yours and that material on the project is either original, or full credit is given (through citation and referencing) to other sources of information.

Disability Services

Please see: [Statement about disability services](#)

Proposed Schedule*

Date	Reading	Topic
Aug. 29	Chapter 1	Course administration/ Introduction/ Research methods
Sept 5		Research methods/ Statistics/ Assign project/ Form project groups/ Take group pictures
.	12 Chapters 14 & 15	Organizational structure/design & culture
	19 Chapters 2 & 3	Individual differences/ Perception <i>Work on group project</i>
	26 Chapters 4 & 5	Attitudes/Job satisfaction/ Motivation
Oct. 3	Chapter 6	Motivation/Wage gap/ Empowerment
	10 Optional Midterm Exam (6:00 to 7:00)	<i>7:05: Work on group project</i>
	17 Chapters 9 & 11	Review Optional Exam #2/ Group dynamics & decision making
	24 Chapters 8, 10, & 12	Group decision making/ Communications
	31	Emotional Intelligence/ Leadership
Nov. 7		Leadership
	14 Group projects due by midnight via email	Leadership/ ineffective performance
	28 Chapter 7 & 13; review chapters 12, 14, & 15	Proactive behaviors/ Stress/ Quality of work life/ Organizational change
Dec. 5	FINAL [6:00pm to 7:10pm; or, you may take the final during finals week]	
	12 FINAL [6:00pm to 7:10pm]	

*Time may not allow for in-class coverage of all topics listed above, but regardless of material covered in class, students are responsible for all assigned chapters.