



DEPARTMENT OF MANAGEMENT AND MARKETING

COURSE TITLE: ORG 3300 - Introduction to Organizational Behavior; Winter 2025
PROFESSOR: Jae Hyeung Kang, Ph.D., kang@oakland.edu
CLASS TIME: Weekly Recorded Lectures & Virtual Meetings
CLASS LOCATION: Fully Online
OFFICE (HOURS): Elliott Hall 346 or Google Hangouts (by appointment)
CREDITS: 3.00

COURSE DESCRIPTION AND LEARNING OUTCOMES:

Examination of the theoretical and empirical issues that affect the management of individual, group and organizational processes, including structure, motivation and leadership. In this course, we will explore organizational life at three levels. First, we'll look at individual people, how they think, feel, and act. Second, we'll examine groups and teams. When are teams necessary? What makes them effective and what gets in their way? Finally, we'll look at organizations as a whole, examining issues of organization culture. While the initial impetus of this course is that it is one of the core building blocks of an education in general management and organizational behavior, I also hope that you will learn about yourselves in the process.

Prerequisite(s): *[(ECN 201 or ECN 2010) and (ECN 200 or ECN 2000) or (ECN 202 or ECN 2020)] or (ECN 210 or ECN 2100) with a minimum grade of (C), sophomore standing and students without major standing in the SBA must have a cumulative GPA of 2.6 or better to take this class.*

With this in mind, the specific learning outcomes for this course are that you will be able to:

1. Gain knowledge of organizational behavior concepts and how they apply in organizations.
2. Assess and reflect on your own preferences and skills related to interacting effectively with others and identify potential areas for improvement.
3. Complete a team project and reflect on the effectiveness of your team's interactions to determine lessons learned for future teamwork.

EVALUATION OF STUDENT PERFORMANCE: *see course schedule for more details

Points	Course Requirements
<i>Individual Requirements – 160 points</i>	
40	Exam 1 (Ch. 1, 3, 4, 7, 8, 12)
40	Exam 2 (Ch. 6, 9, 10, 14, 13, 16)
30	Current Events Briefings
10	Discover Your Creative Mindset
40	Participation
<i>Team Project – 140 points</i>	
20	Case Outline
45	Case Presentation
45	Case Paper
30	Team Member Peer Evaluation
<i>Total Points = 300</i>	

COURSE MATERIALS:

- Textbook: Robbins, S. P. & Judge, T. A. (2022). *Organizational Behavior (19th Edition)*. Upper Saddle River, NJ: Pearson-Prentice Hall. *It is okay to buy the previous editions of Organizational Behavior textbook. Please note that you don't have to purchase "MyManagementLab"*.
- My Book: Kang, J. H. (2024). *Discover Your Creative Mindset*. Innovative Ink Publishing.

Grades will be determined as follows:

You will receive a letter grade instead of the numeric grade you received in the past. This is a university mandated change. Your letter grade will be on your transcript. In addition, the university will post a semester and overall GPA. They will compute the GPA based on the following: A=4.0, A- = 3.7, B+ = 3.3, B = 3.0, B- = 2.7, C+ = 2.3, C = 2.0, C- = 1.7, D+ = 1.3, D = 1.0, F = 0.0.

Must have at least a	Honor Points	Grade		Must have at least a	Honor Points	Grade		Must have at least a	Honor Points	Grade
100%	4.0	A		80%	3.0	B		60%	2.0	C
98%	3.9	A		78%	2.9	B		58%	1.9	C
96%	3.8	A		76%	2.8	B		56%	1.8	C
94%	3.7	A-		74%	2.7	B-		54%	1.7	C-
92%	3.6	A-		72%	2.6	B-		52%	1.6	C-
90%	3.5	A-		70%	2.5	B-		50%	1.5	C-
88%	3.4	A-		68%	2.4	B-		48%	1.4	C-
86%	3.3	B+		66%	2.3	C+		46%	1.3	D+
84%	3.2	B+		64%	2.2	C+		44%	1.2	D+
82%	3.1	B+		62%	2.1	C+		42%	1.1	D+
								below	1.0	F

INDIVIDUAL REQUIREMENTS:

Exams

Purpose: To assess knowledge and application of OB concepts (learning outcome 1).

- Exams are short essay questions and cover content from lecture, discussion, and the textbook that aligns with the learning objectives for each course module. I post the learning objectives and lecture slides for each course module on Moodle before lecture each week.
- Students will have 12 hours to complete the online exam.
- Lecture content goes beyond the textbook; therefore, you will be at a disadvantage if you do not watch the video lecture.
- Exam 2 is not cumulative.

Current Events Briefings

You will be responsible to find a current events article associated with one of the course topics; the article should be from credible source (i.e. Wall Street Journal, Business Week, Forbes, Harvard Business Review, Fortune, etc.). You will use this article to summarize its relevance to the course topic and share it during the class meetings with students. Based on your insights, you will also have to provide the application of the contents of the article to the weekly class topics.

You are free to choose any course topic covered during a lecture for your presentation week. Please keep in mind to present not just plain facts – make it an interesting news brief from which the audience can take away useful information and insight.

Students for each session will be asked to provide PPT slides (maximum 5 slides excluding the title page) starting from the week 2. Please email your slides (preferable MS PowerPoint) to me and I will post your slides on Moodle. You don't have to make an actual presentation for this assignment.

Discover Your Creative Mindset (Individual paper)

Each student is to purchase *Discover Your Creative Mindset*. Purchase of this book is optional. However, it will be of practical help in carrying out your assignment. The book can be purchased through the following websites:

<https://he.kendallhunt.com/product/discover-your-creative-mindset>
<https://a.co/d/6r3MrGH>

After reading this book, I hope you will write your self-development plan, named “My Creative Mindset Manual” (Minimum 3 pages). Students must address five questions to obtain full credit for this assignment.

- How do you understand yourself?
- If you could change yourself, what would you want to change?
- What new idea would you like to bring to the world?
- Whose help do you need to make your idea a reality?
- How will you concretely implement your idea?

Note: There is no correct answer to this assignment. Therefore, if you write an individual paper according to the suggested questions, I will give you the full credits.

Participation

Success of the class depends on your active involvement. Participation includes offering insightful observations, asking well-informed questions, and other classmates, being prepared for discussions and exercises, assisting fellow class members and generally contributing to a positive learning climate. Points will be granted for quality of participation, not just participation.

A few guidelines for getting the most out of class participation include:

- Follow the calendar of events and complete all assignments by their deadline.
- Participate actively in your teams and in class.
- Up to 2 points per class will be deducted for counterproductive behaviors (e.g., not completing the weekly assignments based on the recorded lectures, failing to participate in team activities).
- Login 3-5 times a week; daily login is highly recommended.
- Respond to emails within 2 days
- Ensure that their computer is compatible with Moodle.
- Respect rules of [netiquette](#)
 - Respect your peers and their privacy
 - Use constructive criticism
 - Refrain from engaging in inflammatory comments.

TEAM PROJECT:

Working in teams can be beneficial, fun, and rewarding; but also at times frustrating. Learning to work effectively as a team member and leader are valuable skills, as you will likely be part of a team throughout much of your career. The purpose of the team project is to work in a team to write and analyze an original case study and present it in the form of a skit (learning outcomes 2 and 3). Below is more detailed information about each part of the team project.

Case Outline

This two-page outline of your team's case paper and presentation provides an early opportunity to get feedback on your team project. It includes

- Basic outline of the story/plot of the case scenario
- List of the seven concepts the team will include in the case and their application to the case scenario. Include at least two concepts from content covered after Exam 1 and no more than two concepts from any one course topic (e.g., Motivation, Teams, Conflict, etc.) listed on the schedule.
- Description of how the team will explain the concepts and their application to the case during the presentation
- Any additional information chosen by the team to get meaningful feedback on the project

Case Paper

Your team creates this case paper using the template provided. It contains the following sections:

- Case Description (approx. 5 pages) – A case scenario using a business or non-business setting that depicts an actual or fictitious event that serves to illustrate and analyze the application of different organizational behavior concepts from the course. Your team is encouraged to be creative and discuss its ideas with the Professor. You cannot use a case for inappropriate content (under age drinking, illegal behavior, ridicule of individuals/groups, offensive language, etc.)
- Case Analysis (approx. 6-7 pages) – Analysis of seven course concepts from the class, including a succinct definition of the concept and a clear explanation of how the concept applies to the case; and a detailed analysis of the concept in light of the case.
- Team Reflections (approx. 2 pages) – The team's reflection on strengths and areas for improvement related to its teamwork during the semester.

For more details refer to “Case Paper Template and Requirements” in the folder on Moodle.

Unless otherwise noted, your team should email team project documents (e.g., case outline, case paper) to your Professor. One team member should be responsible for emailing the document with a copy to all team members.

Case Presentation

This is a well-rehearsed and polished, 12-minute (strictly enforced) presentation based on your case paper that occurs during the final week. Your team present the story you have chosen for your case paper to demonstrate that it understands those concepts and how to apply them. Although delivered as a skit, rather than a formal business presentation, the case presentation provides the opportunity for students to practice skills that are useful for any type of presentation, such as preparing a presentation (planning, rehearsal, timing, etc.), delivery skills (voice projection, engagement), presentation structure (introduction, conclusion, effective transitions).

For more details refer to “Case Presentation Requirements” in the folder on Moodle.

Students will virtually present their PPT slides with the recorded video (maximum 12 min.). Please also email your slides (preferable MS PowerPoint) to me.

- Step 1- Create a Zoom meeting for your group.
- Step 2- All members of the group will join the Zoom meeting.
- Step 3 - Start the meeting, share your screen to show any visual aids.
- Step 4 - Record the presentation to the cloud.
- Step 5 - After the cloud recording has been processed, retrieve and copy the link. The host of the meeting, or the person who hit record to the cloud can find the link in your email inbox or you can go to [Oakland Zoom website](#) and click on recordings.
- Step 6 - Email the Zoom cloud recording link to the instructor.
- Step 7- Watch the other groups' presentations on Moodle.

Team Member Peer Evaluation

At the end of the semester, you will evaluate each of your other team members' contributions to the team (attendance and participation in team activities, quantity and quality of contribution to team task, and ability to work well with others). Your own team evaluation grade is the average of the points you receive from the other members of your team. Your team should discuss any problems that are preventing effective team functioning openly and constructively as the issues arise, so that all team members can contribute effectively and earn high peer evaluation ratings. Teams that are unable to resolve their problems within the team are encouraged to seek assistance from the Professor. You will only receive credit for the peer evaluation points you receive from others in your team if you complete a peer evaluation for all your other team members and submit it on Moodle during the final week. Otherwise, your own team member peer evaluation score will be zero.

TECHNICAL SKILLS REQUIRED:

Enrolled participants will have completed a prerequisite Moodle competency course before registering. You also are expected to have a moderate level of computer proficiency. You should already be comfortable doing all of the following:

- Using your chosen computer operating system and a web browser
- Following online directions for using a new program
- Typing at least 20 words a minute
- Troubleshooting basic computer problems
- Working through problems you can't resolve on your own with remote support technicians

REQUIRED TECHNOLOGY AND BACKUP PLAN:

In order to fully participate in this course you will need:

- An internet connected computer with the most updated versions of your favorite web browser installed. *Use of smartphones and tablets is not recommended.*
- In the event that your computer crashes or internet goes down, it is essential to have a “backup plan” in place where you are able to log in using a different computer or travel to another location that has working internet.
- Any files you intend to use for your course should be saved to a **cloud solution** (Google Drive, Dropbox, etc.) and not to a local hard drive, USB stick or external disk. Saving files this way guarantees your files are not dependent on computer hardware that could fail.

STUDENT RESOURCES AND ASSISTANCE:

e-Learning & Instructional Support - Kresge Library 430

If you have general questions about the course (such as due dates, content, etc), please contact the instructor. For Moodle, WebEx, etc. technical issues that you cannot resolve on your own, please contact the e-Learning and Instructional Support office by calling (248) 805-1625, or submit an [e-LIS help ticket](#). If you have any trouble accessing any of the content in this course, please contact the instructor.

Student Technology Center - Oakland Center room 44

[The Student Technology Center](#) is the headquarters for the promotion, instruction and support of technology literacy. From beginners looking to learn the basics to experts seeking to hone their skills, the STC's training, education and hands-on learning experiences offers on-campus services to meet OU students' ever-increasing technology needs. Contact the Student Technology Center by calling (248) 370-4TEC (4832).

Writing Center - Kresge Library Room 212

The Oakland University Writing Center is open to OU students, faculty, and staff in all disciplines at any stage of the writing process. The center provides writers with an interested and supportive audience of well-trained consultants who help both novice and expert writers explore ideas, revise drafts, and develop the skills to craft polished works. Visit [The Writing Center Website](#), or call the Writing Center at (248) 370-3120

Disability Support Services - North Foundation Hall, Room 103A

If you qualify for accommodations because of a disability, please submit to your professor a letter from [Disability Support Services](#) in a timely manner (for exam accommodations provide your letter at least one week prior to the exam) so that your needs can be addressed. DSS determines accommodations based on documented disabilities. Contact DSS at 248-370-3266

COURSE POLICIES:

Academic Integrity – Academic dishonesty *will not be tolerated*. Academic dishonesty includes, but is not limited to, cheating, fabrication, plagiarism, falsifying university documents, and facilitating academic dishonesty. Violations will be brought to the attention of the Academic Conduct Committee and the recommended sanction may include, but is not limited to, a zero on the assignment or failure of the class.

Exams – **YOU ARE REQUIRED TO TAKE THE FINAL EXAM DURING THE UNIVERSITY-PRESCRIBED DATE/TIME.** I will let you know if it changes, but assume that this is the date, for now. If an emergency arises that prevents you from taking an exam, you must notify your Professor in advance and in writing. A missed exam requires documentation (e.g., a written doctor's excuse) in order to do a make-up. Note that make-up exams may differ in format from the original exam (short answers, instead of multiple choice).

Accommodations – If you need an accommodation as a result of a disability contact your Professor during the first week of the semester to discuss specific needs and to provide a Disability Support Services (DSS) letter to authorize the accommodation. For additional information you may contact the Disability Support Services office in room 103A North Foundation Hall, Phone at (248) 370-3268.

Written Assignments – Type all papers using double-spaced, 12-point font with one-inch margins. Number pages, and use a title page (including team names, individual names, ID numbers, and section number). Spell check and proofread documents before submission. Points will be deducted for poor readability, grammar and spelling of the paper.

Late Assignments – Ten percent of the total points will be deducted for each day that an assignment is late.

Team Performance Interventions – Discuss as a team how you will deal with team member performance problems and/or dysfunctional dynamics within the team. Consider different levels of intervention, ranging from initial interventions to more serious interventions. If these initial interventions do not work, your team leader should report the issue to your professor. Then, the professor will perform as a mediator to handle that issue.

Grade Appeals – Communicate any concerns about your grades in writing to your Professor within 3 days of receipt of the grade in question. You will receive a written response. I will grade student course requirements using rubrics that match the criteria outlined in the detailed requirements documents available on Moodle. The Professor has final authority for grades.

Class Schedule Changes – Changes to the class schedule may occur, and will be both announced in class and via Moodle. It is your responsibility to stay current on any changes.

Course Schedule

* PPT slides and reading materials will be posted in the Moodle every week.

Week of	Lecture Section: <i>Readings/Case Preparation</i>	Assignments Due
1/6	What is Organizational Behavior (OB)? <i>Read: Ch. 1</i>	
1/13	Attitude, Performance, and Job Satisfaction <i>Read: Ch. 3</i>	Current Events Briefings due by Friday at noon
1/20	Emotions and Moods <i>Read: Ch. 4</i>	Current Events Briefings due by Friday at noon
1/27	Motivation Concepts <i>Read: Ch. 7, 8</i>	Current Events Briefings due by Friday at noon
2/3	Leadership <i>Read: Ch. 12</i>	Current Events Briefings due by Friday at noon Case Outline (Email to Professor by Friday at noon)
2/10	EXAM 1 (10 am on Thursday, 2/13) The instructor will email the exam questions to students. Students will have 12 hours to complete the online exam. Read the course policy related to “Exams” for important information related to this exam.	
2/17	Perception and Individual Decision Making <i>Read: Ch. 6</i>	Current Events Briefings due by Friday at noon

Week of	Lecture Section: <i>Readings/Case Preparation</i>	Assignments Due
2/24	Winter Recess (No class)	
3/3	Foundations of Group Behavior and Understanding Work Teams <i>Read: Ch. 9, 10</i>	Current Events Briefings due by Friday at noon
3/10	Conflict and Negotiation <i>Read: Ch. 14</i>	Current Events Briefings due by Friday at noon
3/17	Power and Politics <i>Read: Ch. 13</i>	Current Events Briefings due by Friday at noon
3/24	Organizational and National Culture <i>Read: Ch. 16</i>	Current Events Briefings due by Friday at noon
3/31	Organizational Change and Innovation <i>Read: Ch. 16</i>	Current Events Briefings due by Friday at noon
4/7	Discover Your Creative Mindset	Individual Paper due by Friday at noon
4/14	TEAM CASE PRESENTATION (due by 7 pm on Friday, 4/18)	Team Case Paper (Email to Professor by 7 pm on Friday) Team Member Peer Evaluation due by Friday at noon
4/21	EXAM 2 (10 am on Thursday, 4/24) The instructor will email the exam questions to students. Students will have 12 hours to complete the online exam. Read the course policy related to “Exams” for important information related to this exam.	