

TENTATIVE: SUBJECT TO SLIGHT CHANGES

ORGB 3201: Organizational Behavior
Summer I 2023

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Office Hours: By appointment

COURSE OVERVIEW AND OBJECTIVES:

We spend most of our lives participating in organizations: families, schools, companies, etc. So, why study organizational behavior (OB) – don't we learn all we need to know from experience and common sense?

Indeed, much of what we know comes from experience but more formal study of individuals, small groups, and larger organizations yields concepts and theories that are often not intuitive but can be used to generate considerable value and competitive advantage. In this class, we will study both the concepts themselves and ways that these concepts can be applied in real-world settings.

You will have the opportunity to learn how to do the following:

1. Reflect on and assess your own behaviors and experiences, and formulate plans for personal and professional development
2. Diagnose and improve the effectiveness of groups that you're involved in
3. Identify how people in organizations can capitalize on individual differences
4. Recognize the role of conflict in organizations, and formulate effective responses
5. Explain how individuals gain and exercise influence, and apply some of these methods to situations in your own life
6. Explain and apply motivational processes
7. Describe how organizational systems, culture, and design influence behavior

This is a writing-intensive course, and as such, is designed to give you experience in **critical thinking and writing**. You will therefore also have the opportunity to:

1. Improve written communication skills, especially within a business context
2. Increase your comfort with, and the effectiveness of, your oral communication skills, both one-on-one, and in small and large group settings
3. Develop critical thinking skills that enable you to challenge assumptions, reframe situations, and translate classroom learning and prior experiences to future experiences and different contexts.

ONLINE COURSE STRUCTURE AND EXPECTATIONS:

This course covers the same materials as the traditional on ground ORGB 3201 class. However, this is an online class, and therefore it will **not** be the same as an in-person class. While this is online, it will require your active participation and effort. However, you will be **more responsible** for your own education and what you put into this class will directly impact what you get out of it. You should plan to devote regular time (perhaps even a specific time) to the course just as you would for a face-to-face class. There is **weekly** work that needs to be submitted within weekly deadlines.

- First and foremost, for success each week – you need to **read the material in the text**. The lectures posted online will cover/supplement only the most important concepts or add examples.
- Everything will be posted on Canvas by week. You will see the new material on Canvas on Sunday afternoons and you will have the entire week to work through the materials.
- You should work through **all** the folders posted for each week. You are required to complete a **knowledge check quiz** on the reading. These are not formally graded, but are required to complete. If you don't complete all the quizzes your participation grade will be reduced. You will also have **homework assignments and discussion board** submissions. Exercises and homework assignments are designed to reinforce and/or practice the concepts you are learning and will help you understand the key aspects of each chapter.
- The homework will be due **Sunday night by end of day [11:59pm Eastern time] every week** and should be submitted through the appropriate Turnitin link for that week.

REQUIRED COURSE MATERIALS:

1. **Course pack:** A required course pack is now available for online purchase at <https://hbsp.harvard.edu/import/1170102>

Please note that ALL of the readings in this course pack are required. If you can locate some of the HBR readings via the library or another legal source, you are welcome to do that. However, purchasing the readings through the course pack is a time-saving way to ensure that you have all the materials you need for the class.

Textbook: Robbins & Judge *Essentials of Organizational Behavior, 15th Edition*. Text is available in NU bookstore (for hard copy of text) and online (for E-book version of text). Other editions of the book is also acceptable however please make sure you check the reading assignments/sections correspond to 15th edition.

Assessment plan

Final course grades will be based on the following components:

Two exams (20% each)	40%
Case Analysis (ORGB standardized assessment)	5%
Book Club Assignment	15%
Individual Research Project	25%
Participation (weekly knowledge checks and participation in class online discussions and activities)	15%

Today's Thought leadership: OB Book Club + Presentation (Due 5/19)

The key topics of this course- such as leadership, strategic decision-making, teaming- are rooted in current thought leadership and a global organizational context that is constantly changing. In this assignment you will choose and analyze a recent book that investigates themes related to this course. To contextualize and expand on the book's theme, you will produce a 5-minute ted-talk style presentation (recorded via zoom or panapto) that shares the book's key insights and relates them to course content and/or current news and events. Your presentation will be shared on the discussion board for peers to learn from.

The book for this assignment is entirely your choice – your objective is to relate its insights to the themes of the course and share lessons learned with the class. Here are some examples of books that would be appropriate for this assignment:

- *Deep Work* by Cal Newport
- *The Fearless Organization* by Amy Edmondson
- *Think Again* by Adam Grant
- *The Next Smart Step: How to Overcome Gender Stereotypes to Build a Stronger Organization* by Jodi Detjen and Kelly Watson

Cultural Case Analysis (Due 6/9)

The case will be provided to you at Week 6 (6/11) along with specific case questions. As with all writing components of the course, there are three key aspects critical to this assignment: 1) evidence of an effective case analysis using the appropriate course content 2) clear incorporation of course frameworks/theories in solutions and recommendations, and 3) professionally appropriate analysis. This assignment is a training exercise in critical thinking that allows you to develop your ability to communicate a complex matter in a clear and concise manner. Final analysis should be 3 – 4 pages long.

Individual Research Project/Final Paper (6/23)

You will work throughout the term on an individual report, which should not exceed 10 pages (double-spaced, 11-12 point type). For this paper, you will choose an organizational issue related to a company or other organization where you have worked (ideally, a former co-op employer, but not required). You will be required to submit your paper topic early in the term. The final paper should be an in-depth application of the most relevant course concepts and theories from class, for which you will apply and use to diagnose and explain or answer specific questions that you raise about the situation/issue. The main focus of the paper should be the diagnosis/analysis of the situation. As appropriate, you may also recommend actions that could have improved the outcomes for the organization and the issues in question.

This assignment has three deliverables:

- a) Paper Topic Summary (5/14)
- b) Paper Outline (5/28)
- c) Final Paper (6/23)

Expectations on Citing Sources

For paper assignments, a bibliography with all sources used (including textbook, class slides, and assigned readings) is required in APA format.

Late submission policy:

Late submissions are strongly discouraged. If you submit something late, 10 points will be deducted for each day the assignment is late. Any fraction of a day will count as a full day late, resulting in -10 points off.

Participation:

Discussion questions **require your participation**. You should plan on posting responses to each of the discussion questions after completing the related homework in that week. You should also plan on posting comments on your classmates' observations (a minimum of 5). The point of discussion is to learn from one another, NOT to tear each other's ideas down.

Other Course Policies

Special Accommodations/ADA

In accordance with the Americans with Disabilities Act (ADA 1990), Northeastern University seeks to provide equal access to its programs, services, and activities. If you will need accommodations in this class, please contact the Disability Resource Center (www.northeastern.edu/drc/) as soon as possible to make appropriate arrangements, and please provide the course instructors with any necessary documentation.

Academic Integrity

All students must adhere to the university's Academic Integrity Policy, which can be found on the website of the Office of Student Conduct and Conflict Resolution (OSCCR), at <http://www.northeastern.edu/osccr/academic-integrity-policy/>. Please be particularly aware of the policy regarding plagiarism. As you probably know, plagiarism involves representing anyone else's words or ideas as your own. It doesn't matter where you got these ideas—from a book, on the web, from a fellow-student, from your mother. It doesn't matter whether you quote the source directly or paraphrase it; if you are not the originator of the words or ideas, you must state clearly and specifically where they came from. Please consult me if you have any confusion or concerns when preparing any of the assignments. You can also consult the guide "Avoiding Plagiarism" at <http://www.lib.neu.edu/onlineresearch/help/avoidingplagiarism/>

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