

Introduction to Organizational Behavior (ORG-330)

Semester: Summer 2010

Instructor: Kenneth M. York

CRN: 32614

Phone: 370-3272 SBA Office: 370-3282 email: york@oakland.edu

Office: 316 EH Classroom: 1:00-3:50pm Mon, Tue, Wed, Thu, 314 PH

Office Hours: M&W 12:00-1:00pm, and by appointment

Required: *Essentials of Organizational Behavior (10e)*, Robbins & Judge ISBN: 978-0-13-607761-9; 3 Scantron Form 882

Course Objective: This course provides the student with an introduction to organizational behavior and theory. You will examine individual and group behavior as well as the organization and its relation to its environment. Additionally, this course will provide the student with tools, which will be of use throughout his/her career. The theoretical content we discuss may not seem immediately relevant to your careers; however, you must be able to identify problems systematically, analyze alternatives and make sure that the preferred alternative is feasible. Your training in organizational behavior and theory will assist you in constructing a framework for meeting the demands of a management position.

Date	Topic	Robbins	Exercise
May3	Introduction to Organizational Behavior	1: Introduction to Organizational Behavior	KY: Icebreaker [3 Things] 1: Concerns, Expectations, and Resources
May4	Individual Differences and Perception	2: Personality and Values 4: Job Attitudes	47: Culture Quiz 49: Valuing Diversity
May5	Motivation	5: Motivation Concepts 6: Motivation: From Concepts to Applications	What Do We Value In Work?
May6	Decision Making Research Methods	3: Perception and Individual Decision Making	My Asset Base Research Jeopardy!
May10	Test 1		
May11	Groups Teams	8: Foundations of Group Behavior 9: Understanding Work Teams	16: Group Ranking Task

May12	Communication; Organizational Structure	10: Communication 14: Foundations of Organizational Structure	One-Way vs. Two- Way Communication; Words-in-Sentences Company
May13	Power	12: Power and Politics	The Power Game
May17	Leadership	11: Leadership	Best Boss/Leader
May18	Test2 <i>Team Presentation topic due</i>		
May19	Organizational Culture	15: Organizational Culture	Scavenger Hunt
May20	Job Design <i>Team Presentation outline due</i>		Change of Work Procedures
May24	Conflict	13: Conflict and Negotiation	Two-Person Negotiation
May25	Organizational Change <i>Team Presentations</i>	16: Organizational Change	Force Field Analysis
May26	Test 3		

Grading. Grading is based on three (3) tests of 80 points each, and one presentation of 60 points, for a total of 300 points. Grades will be assigned by the following percentages of total points:

<u>Percent</u>	<u>Grade</u>	<u>Percent</u>	<u>Grade</u>
100% - 95%	4.0	75% - 70%	2.5 - 2.0
95% - 90%	4.0 - 3.6	70% - 65%	2.0 - 1.5
90% - 85%	3.6 - 3.3	65% - 60%	1.5 - 1.0
85% - 80%	3.3 - 3.0	59% - 0%	0.0
80% - 75%	3.0 - 2.5		

Tests. Tests will be 40 multiple choice questions. In the first hour of class on test day, you will take the test individually. In the next hour, you will take the test in your team, and come to a team consensus on each question. Your score on the test will be the total of your individual score plus your team score. Make-up tests will be four or five essay questions, and arrangements to take the make-up test must be made within 48 hours of the scheduled test time. Test3 is NOT comprehensive. Test questions will be taken about equally from the textbook, the exercises, and class presentations.

Team Presentation. Your team will make a presentation on the organizational culture of any

organization (except Oakland University) that your team chooses and is approved by the instructor (so that each team has a different organization). Your presentation will consist of pictures of ten things that are symbols of the organization's culture, and explanations of what each of the symbols are and what they mean in the organization's culture. You will be graded on how well your team applies what you have learned about organizational behavior, i.e., the links you make between the pictures you took and aspects of the organization's culture, using concepts or ideas from the class presentations, the textbook, and the exercises. Spelling, grammar, and enthusiasm always count. The time limit for the presentation is 15 minutes. The team presentation is worth 60 points: 50 points for the team grade, and 10 points for team participation. Team Presentations are on May 25.

Grade Appeals. Appeals to exam scores or paper grades must be written and submitted to me within one week of the return of the graded exam or paper. The appeal should explain the rationale for alternative correct responses and should show that you know and understand the course material. As a general rule, appeals which quote from the textbook or use points covered in class almost always help your case, while appeals based primarily on the instructor's inability to write good questions almost always do not.

Experimental Credit. Voluntary participation in one of my research projects can earn you an extra 4 points added to your total points for the semester. There is no penalty for not participating, and you may quit the experiment at any time without penalty. Or you may earn 2 points for each SHRM (Society of Human Resources Management) meeting you attend during the semester, up to 4 points.

Cell Phone Policy. You should turn off your cell phone in this class. I won't be making phone calls or sending text messages during class, you should not be either. Our class is important. If you have special circumstances which require you to have your phone on during class, see me and we will work something out.

