Utah Valley University

Master Course Syllabus

For additional course information, including prerequisites, corequisites, and course fees, please refer to the Catalog: https://catalog.uvu.edu/

Semester: Spring
Course Prefix: MGMT
Course Title: Organizational Behavior

Year: 2025
Course and Section #: 3000 - 006
Credits: 3

Course Description

Studies behavioral theories and concepts for creating effective organizations. Emphasizes knowledge of individual, group, and organizational processes and variables regarding people's attitudes and behaviors in organizational settings. Presents topics on communication, leadership, motivation, conflict management, socialization, team building, decision making, diversity, ethics, and culture. Includes lectures, case studies, oral presentations, written assignments, and group projects. Prerequisites: ENGL 1010 or ENGL 1060 or ENGL 106A.

Course Attributes

This course has the following attributes:
☐ General Education Requirements
☐ Global/Intercultural Graduation Requirements
☒ Writing Enriched Graduation Requirements
☒ Discipline Core Requirements in Program
☐ Elective Core Requirements in Program
☐ Open Elective
Other: *Click here to enter text.*

Instructor Information

Instructor Name: Jeff Peterson

Student Learning Outcomes

Upon completion of this course, students should be able to:

- Evaluate theory-based approaches for effective management—planning, organizing, leading, and controlling.
- Demonstrate self-awareness and awareness of others related to individual differences such as personality, attitudes, perception, and motives.
- Practice self-evaluation to strengthen professional skills.
- Apply organizational behavior concepts for effective teamwork.
- Synthesize organizational behavior concepts to resolve managerial issues.
- Apply effective professional-level business writing skills.

Course Materials and Texts

Ability to access the FREE ebook. https://2012books.lardbucket.org/books/an-introduction-to-organizational-behavior-v1.1/Links to an external site.

Course Requirements

Course Assignments, Assessments, and Grading Policy

The following activities represent the major categories that will be used to teach the principles and to assess your performance (i.e. grades).

Quizzes

Each chapter of the book has an accompanying quiz. If you read the material and then take the quiz you should have no trouble doing well on the quiz. You can take the quiz three times. You keep the highest of the three attempts. The purpose of the quiz is to give you additional motivation to read the text and be prepared for discussion in class. Quizzes will account for 15% of your overall course grade.

Reflective Journal

Each topic we cover has specific, practical applications to your life and career. You will keep a reflective journal including your assessment of how you can use the knowledge from the material for that week to make yourself a better person, employee and manager. Each post will be graded from a range of minimal reflection and personal application to outstanding introspection and clear applicability to your life. Reflective journal entries will account for 15% of your grade.

Tests

You will have three tests that will account for a combined 30% of your overall course grade. Your lowest test will be dropped, however you need to take all three. The detailed formats of the tests will be provided as the semester progresses. A review guide will be provided for each test. Make-up exams will only be allowed for unusual, emergency situations of which I must be notified prior to the exam dates.

Team Project

The goal of this project is to create a better understanding of (1) how to be an effective team member, and (2) how to create and manage an effective, high-performance team. It will become evident that managing team projects is quite different than managing individual projects. Student teams, generally consisting of four members, will be assigned early in the semester. Your team project will account for 30% of your overall course grade. A separate handout with details will be distributed and discussed in class.

Self-Assessments

Throughout the course you will complete a number of self-assessments. These are designed to give you a better sense of the concepts and perhaps more importantly, as better knowledge of yourself on key aspects of personality, traits and attitudes that influence behavior on the job. Your self-assessments account for 10% of your overall grade. Details about these self-assessments will be provided during the semester.

Assignments & Grading

Assignment	Percentage	Points
Quizzes 12 @ 1.25% each	15%	150
Tests 2 @ 15% each (3 Tests, Drop 1)	30%	300
Team Project @ 30%	30%	300
Self-reflections 12 @ 1.25% each	15%	150
Self Assessment 1 @ 10%	10%	100
Total	**100%**	**1,000**

Your total points earned will be converted to a percentage that will determine your final course grade based on the following

Woodbury School of Business Grading Scale:

93 – 100%	A	90 – 93%	A-
87 - 90%	B+	83 – 87%	B
80 - 83%	B-	77 – 80%	C+
73 - 77%	C	70 – 73%	C-
67 - 70%	D+	63 – 67%	D
60 - 63%	D-	< 60%	E

Communication Policy

My experience has been that students rarely utilize office hours, meaning I am stuck in my office even when I could be more productive somewhere else. So, I will be very flexible if you do need to meet with me, but we will just do it through an appointment. I live very close, so it's not a problem for me to pop over to meet, or we can use Teams or a phone call. I am usually very responsive to texts and email. However, due to the fact that I have a number of UVU responsibilities, a timely response is considered 24hours. While I often choose to work on the

weekends, that is my choice and you should not expect an answer to communication over the weekend.

Required or Recommended Reading Assignments
Session 2: Chapter 1
Session 3: Chapter 9
Session 4: Chapter 2
Session 5: Chapter 4
Session 6: Chapter 7
Session 7: Chapter 3
Session 8: Chapter 11
Session 9: Chapter 6
Session 10: Chapter 8
Session 11: Chapter 12
Session 12: Chapter 13
Session 13: Chapter 10

General Description of the Subject Matter of Each Lecture or Discussion
Session 1: Course Introduction
Session 2: What is Organizational Behavior
Session 3: Groups and Teams
Session 4: Diversity
Session 5: Attitudes & Job Satisfaction
Session 6: Emotions & Moods
Session 7: Personality & Values
Session 8: Decision Making
Session 9: Motivation
Session 10: Communication
Session 11: Leadership
Session 12: Power & Politics
Session 13: Conflict & Negotiation

Required Course Syllabus Statements

Generative AI

ChatGPT (and similar Tools) in This Course

Use ChatGPT as a learning assistant, not as a crutch. If you use it, cite it at the top of your code. You are responsible to make sure that any code or content does what it is supposed to do and says what you want it to say. Don't accept anything it generates at face value without checking

it critically. These days potential employers will expect you to know how to use tools like ChatGPT to generate code, so it is a skill we need to teach you. If it helps you learn some things faster, GREAT because we can spend class time on more interesting topics. Just remember: If you REALLY want to be good, work for it.

Using Remote Testing Software

☐ This course does not use remote testing software.

☒ This course uses remote testing software. Remote test-takers may choose their remote testing locations. Please note, however, that the testing software used for this may conduct a brief scan of remote test-takers' immediate surroundings, may require use of a webcam while taking an exam, may require the microphone be on while taking an exam, or may require other practices to confirm academic honesty. Test-takers therefore shall have no expectation of privacy in their test-taking location during, or immediately preceding, remote testing. If a student strongly objects to using test-taking software, the student should contact the instructor at the beginning of the semester to determine whether alternative testing arrangements are feasible. Alternatives are not guaranteed.

Required University Syllabus Statements

Accommodations/Students with Disabilities
Students needing accommodations due to a permanent or temporary disability, pregnancy or pregnancy-related conditions may contact UVU Accessibility Services at accessibilityservices@uvu.edu or 801-863-8747.

Accessibility Services is located on the Orem Campus in BA 110.

Deaf/Hard of Hearing students requesting ASL interpreters or transcribers can contact Accessibility Services to set up accommodations. Deaf/Hard of Hearing services can be contacted at DHHservices@uvu.edu

DHH is located on the Orem Campus in BA 112.

Academic Integrity
At Utah Valley University, faculty and students operate in an atmosphere of mutual trust. Maintaining an atmosphere of academic integrity allows for free exchange of ideas and enables all members of the community to achieve their highest potential. Our goal is to foster an intellectual atmosphere that produces scholars of integrity and imaginative thought. In all academic work, the ideas and contributions of others must be appropriately acknowledged and UVU students are expected to produce their own original academic work.

Faculty and students share the responsibility of ensuring the honesty and fairness of the intellectual environment at UVU. Students have a responsibility to promote academic integrity at the university by not participating in or facilitating others' participation in any act of academic dishonesty. As members of the academic community, students must become familiar with their rights and responsibilities. In each course, they are responsible for knowing the requirements and restrictions regarding research and

writing, assessments, collaborative work, the use of study aids, the appropriateness of assistance, and other issues. Likewise, instructors are responsible to clearly state expectations and model best practices.

Further information on what constitutes academic dishonesty is detailed in UVU Policy 541: *Student Code of Conduct*.

Equity and Title IX

Utah Valley University does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, age (40 and over), disability, veteran status, pregnancy, childbirth, or pregnancy-related conditions, citizenship, genetic information, or other basis protected by applicable law, including Title IX and 34 C.F.R. Part 106, in employment, treatment, admission, access to educational programs and activities, or other University benefits or services. Inquiries about nondiscrimination at UVU may be directed to the U.S. Department of Education's Office for Civil Rights or UVU's Title IX Coordinator at 801-863-7999 – TitleIX@uvu.edu – 800 W University Pkwy, Orem, 84058, Suite BA 203.

Religious Accommodation

UVU values and acknowledges the array of worldviews, faiths, and religions represented in our student body, and as such provides supportive accommodations for students. Religious belief or conscience broadly includes religious, non-religious, theistic, or non-theistic moral or ethical beliefs as well as participation in religious holidays, observances, or activities. Accommodations may include scheduling or due-date modifications or make-up assignments for missed class work.
To seek a religious accommodation, a student must provide written notice to the instructor and the Director of Accessibility Services at accessibilityservices@uvu.edu. If the accommodation relates to a scheduling conflict, the notice should include the date, time, and brief description of the difficulty posed by the conflict. Such requests should be made as soon as the student is aware of the prospective scheduling conflict.

While religious expression is welcome throughout campus, UVU also has a specially dedicated space for meditation, prayer, reflection, or other forms of religious expression.