Master Course Syllabus

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

Semester: Spring   **Year:** 2025
Course Prefix: MGMT   **Course and Section #:** 3000-X13
Course Title: Organizational Behavior   **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.

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: Dr. H. Peter Warmbier

Student Learning Outcomes

The course introduces the subject of Organizational Behavior by exploring real-world business issues in constantly changing environments. Managers need to analyze these environments regularly in order to make decisions that are ethically sound but also satisfy the organization's stakeholders.

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

1. Describe what managers must do to manage individuals, groups, and organizational systems.
2. Define the field of organizational behavior and discuss how diversity and national culture impact organizational behavior.
3. Demonstrate self-awareness and awareness of others on key interpersonal differences such as personality, attitudes, perception, attribution, needs, and motives.
4. Use team and individual interpersonal skills.
5. Explain the value of human resources and the systems by which organizations attract, select, develop, evaluate, and compensate employees.
6. Discuss the issues related to the effective management of organizational change.
7. Analyze situations with ethical implications and apply ethical decision-making principles.

Course Materials and Texts

Required: The eTextbook for this class is *Essentials of Organizational Behavior, 15th edition, published by Pearson © 2022. By Stephen P. Robbins and Timothy A. Judge.*
ISBN: 9780137438617.

Required: Man's Search for Meaning by Viktor E. Frankl (2006), published by Beacon. ISBN: 978080701427.

Course Requirements

Course Assignments, Assessments, and Grading Policy

Assignments:

Quizzes - This course has weekly multiple-choice quizzes with questions that will be drawn from the reading material. Quizzes are open book, but timed.

Reflective Journals - You will be required to submit a reflective journal each week that highlights your insights from the course materials discussed. These are confidential and will only be visible to you and me. You are expected to write at least 300 words. Posts with less than 300 words will be reduced in score. The reason for that strict requirement is that for most students the quality of entries deteriorates significantly if less content is written.

Discussion Boards - Students are expected to be present in our online community and to participate in discussions. The topics will be drawn from additional resources that I will share with you to clarify course concepts. You must view or listen to the assigned material before participating and initial posts should be made by Friday at 11:59 pm. After that, you will write two comments on the posts of your fellow students by Sunday at 11:59pm. Discussions are designed to be conducive to the sharing of opinions and ideas aimed at increasing knowledge on the topic. In order to earn maximum discussion points, students should articulately express

opinions and answer all questions related to the topic while stimulating further discussion; use proper spelling, grammar, and punctuation; support opinions; and thoughtfully respond to the postings of at least two other students at an academic level. It is okay to disagree. In fact, disagreeing, when properly handled, can lend much to learning. All postings should be respectful and support the view being expressed. Postings such as "I agree" will receive no points. You are expected to write at least 150 words in your initial post. Posts with less than 150 words will be reduced in score. The reason for that strict requirement is that for most students, the quality of entries deteriorates significantly if less content is written.

Capstone Paper: The capstone paper consists of a book summary and reflection. It is an individual assignment. Throughout the course you will read the book "Man's Search for Meaning". I recommend to start reading the book early. Write a summary on the book and reflect on its contents considering the concepts learned during the course. I expect a minimum of **eight pages of dense text (no free lines), with 1" margins, justified alignment, 12-font (Times New Roman, or Arial), with a line spacing of 1.5**. Shorter papers will receive a reduced score. Cover pages, content tables, quotations, images, and reference pages are not required and will not count toward the minimum page requirement if provided. Your paper must be of academic quality and style. Accordingly, I will neither tolerate gossip, bad language nor disrespect towards the opinions of other people, and I will look at spelling and grammar. Criteria include the application of the concepts learned during the course. You must not submit the paper before I unlock the assignment. The reason is that I want you to gain a solid knowledge foundation before you tackle this assignment.

Examinations:

You will have a midterm and a <u>comprehensive</u> final exam. The exams will be completed and proctored online. The exams will be in multiple-choice format and timed. There is only one attempt for the exams. Questions will be drawn from all materials we covered throughout the course. Make-up exams will only be allowed for unusual, emergency situations of which I must be notified as soon as possible. My recommendation is to take both exams seriously, so make sure to prepare well with the help of the study guides that I provide.

Point Distribution:

Description	Points
Quizzes	195
Discussion Board	190
Reflective Journals and Info Card	185
Midterm Exam	200
Book Summary and Reflection	150
Final Exam	200
TOTAL:	1120

Breakdown of Grades

Percentage Grades:

94-100   A

90-93   A-

87-89   B+

84-86   B

80-83   B-

77-79   C+

74-76   C

70-73   C-

67-69   D+

64-66   D

60-63   D-

0-59   E

Required or Recommended Reading Assignments

The weekly reading assignments from the textbook Essentials of Organizational Behavior *by Stephen P. Robbins and Timothy A. Judge will align with the lectures below throughout the semester.*

In addition, students will have to read Man's Search for Meaning *by Viktor E. Frankl during the semester. A paper will be due on this reading assignment the week before the final exam.*

General Description of the Subject Matter of Each Lecture or Discussion

Chapter 1: What is Organizational Behavior?
        - understand the subject of organizational behavior
        - discuss employability skills
        - reflect on understanding the subject of organizational behavior

Chapter 2: Diversity in Organizations
        - understand diversity
        - discuss implicit association
        - reflect on diversity

Chapter 3: Attitudes and Job Satisfaction in Organizations
        - understand attitudes and job satisfaction
        - discuss implications of attitudes and job satisfaction for managers
        - reflect on attitudes and job satisfaction

Chapter 4: Emotions and Moods
        - understand emotions and moods
        - discuss emotional labor
        - reflect on emotions and moods

Chapter 5: Personality and Values
        - understand personality and values
        - discuss the implications of personality and values in organizations
        - reflect on personality and values

Chapter 6: Perception and Individual Decision-Making
        - understand perception
        - discuss the implications of perception for managers
        - reflect on perception

Chapter 7: Motivation Concepts
        - understand motivation concepts
        - discuss extrinsic and intrinsic motivators
        - reflect on motivation concepts

Chapter 8: Motivation: From Concepts to Applications
        - understand the Job Characteristics Model
        - discuss the meaningfulness of work
        - reflect on the Job Characteristics Model

Chapter 9: Group Behavior
        - understand group behavior
        - discuss conformity
        - reflect on group behavior

Chapter 10: Work Teams
> *- understand work teams*
> *- discuss the importance of trust for work teams*
> *- reflect on what is needed to make work teams more efficient*

Chapter 12: Leadership
> *- understand leadership*
> *- discuss challenges to leadership*
> *- reflect on leadership*

Required Course Syllabus Statements

Generative AI

Purely Yours Policy: All submitted work must be entirely your own, with no input or assistance from AI tools. You are allowed to use AI to facilitate your personal learning, but you must not use AI-generated texts in any of the assignments or exams in this class.

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 the use of a webcam while taking an exam, may require the microphone to 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.