



BSAD 4200
Organizational Behavior and Theory
Summer 2019, July 1 – August 2
Number of Credit Hours: 3 undergraduate credits

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Course Description

This is an introductory course in organizational behavior. The goal of the course is to present and apply the study of how people behave in groups. This will include the study of academic theories in various disciplines, as well as case studies of the application of these theories in business organizations. In addition, this course will help you to create and maintain a successful business culture through the application of motivational theories and strategies, improving employee job performance, promoting innovation and developing leaders within the business organization. The study of organizational behavior is the foundational basis of the modern human resources discipline.

A. After successfully completing Organizational Behavior you should be able to:

- 1. Describe and apply behavioral theories in the context of the modern business organization;**
- 2. Identify and explain the implications of “Organizational Culture”;**
- 3. Identify and differentiate between multiple approaches to individual and group motivation;**
- 4. Describe how business structure impacts organizational behavior;**
- 5. Recognize conflict in an organization and apply multiple techniques to manage this conflict;**

6. Explain how a business culture can be developed to promote innovation both at the individual and group level; and

7. Identify occurring organizational change and apply multiple strategies to assist groups in the organization to cope with the associated stress and unease of change.

B. *You will also be exposed to elements of the following relevant subjects, among others, in the study of Organizational Behavior*

Topics
1. Foundations of Organizational Structure
2. Organizational Culture
3. Group Behavior
4. Individual Perception and Decision Making
5. Motivational Concepts and Application
6. Understanding Work Teams
7. Conflict and Negotiation
8. Power and Intraorganizational Politics
9. Organizational Change and Stress Management

Textbook Requirement

Organizational Behavior, Stephen P. Robbins and Timothy A. Judge, 17th Edition, Pearson ISBN-978-0-13-410398-3

Course Requirements

A. Mandatory Attendance

Any unexcused absence may result in significant grade reduction. Five unexcused absences may result in your failing the course.

B. Preparation of the course assignments and class participation.

Unexcused, late assignments will result in a ten percent (10%) assignment grade. If exceptionally late, at the discretion of the professor, the assignment may not be accepted.

COURSE READING SCHEDULE AND ASSIGNMENTS

Additional reading materials may be assigned and provided by the professor.

You will be provided assignment of homework/case study assignments in class. This will allow us to discuss the requirements of the assignment.

<i>Week 1</i>	Introduction, Syllabus, Chapters 1-4
<i>Week 2</i>	Chapters 5-8
<i>Week 3</i>	Chapters 9-12
<i>Week 4</i>	Chapters 12-15
<i>Week 5</i>	Chapters 15-18

Homework Assignments will be due as follows:

Homework 1: Week Two, Class One

Homework 2: Week Three, Class One

Homework 3: Week Four, Class One

Homework 4: Week Five, Class One.

Mid-Term Exam will be administered the last class of Week Three

Final Exam will be administered the last class of Week Five

V. GRADING:

Your final grade will consist of the following components:	
Written homework/ case studies: (4 at 10% each)	40%
Mid-term Examination:	20%
Final Examination:	20%
Class Preparation and Participation:	20%.

FITCHBURG STATE UNIVERSITY UNDERGRADUATE GRADING POLICY

<u>4.0</u>	<u>A</u>	<u>95 –100</u>
<u>3.7</u>	<u>A-</u>	<u>92 – 94</u>
<u>3.5</u>	<u>A-/B+</u>	<u>89 - 91</u>
<u>3.3</u>	<u>B+</u>	<u>86 – 88</u>
<u>3.0</u>	<u>B</u>	<u>83 – 85</u>

<u>2.7</u>	<u>B-</u>	<u>80 – 82</u>
<u>2.5</u>	<u>B-/C+</u>	<u>77 – 79</u>
<u>2.3</u>	<u>C+</u>	<u>74 – 76</u>
<u>2.0</u>	<u>C</u>	<u>71 – 73</u>
<u>1.7</u>	<u>C-</u>	<u>69 – 70</u>
<u>1.5</u>	<u>C-/D+</u>	<u>67 – 68</u>
<u>1.3</u>	<u>D+</u>	<u>64 – 66</u>
<u>1.0</u>	<u>D</u>	<u>60 – 63</u>
<u>0.0</u>	<u>F</u>	<u>0 – 59</u>
-	<u>IN</u>	<u>Incomplete</u>
-	<u>IP</u>	<u>In Progress</u>
-	<u>W</u>	<u>Withdrawn</u>

FITCHBURG STATE BLACKBOARD:

Assignments may be posted on blackboard and students may submit assignments on Blackboard or in hard copy in class.

Blackboard will be used to keep the students informed of course happenings, summaries and grades. Please check Blackboard routinely to stay current in this course.

CLASS FORMAT

A variety of teaching and learning approaches, or methods, will be utilized in this class. Methodologies will include: reading assignments, class discussions, case reading and discussion, internet research assignments, experiential exercises, self-assessment exercises, and possible even video. Case reading and discussion will be the primary vehicle used to link theory and practice. Case analysis, also called “discussion learning”, requires you to draw on the theory and models discussed in your textbook and in class to analyze an organizational situation or problem and to recommend solutions or actions to deal with the situation or problem at hand.

HONOR CODE AND STUDENT REQUIREMENTS:

I expect that students will neither participate in nor condone activities such as cheating or plagiarism.

You are expected to do your own work on all individual assignments, assessments, and exams. I encourage you to speak to other students about the issues, but do not share work or answers.

Failure to follow this policy may result in zero points for both the receiver and provider (if involved). Also, the instructor may take any other action described in any current academic integrity or dishonesty policy.

ACADEMIC INTEGRITY POLICY

The faculty at Fitchburg State University require that work submitted in fulfillment of course requirements will be solely that of the individual candidate and all other sources will be cited appropriately. University Academic Integrity Policy, as outlined in the University Catalogue, will be strictly adhered to.

POLICY ON DISABILITY

If you need course adaptations or accommodations because of a disability, if you have emergency medication information, or if you need special arrangements in case the building must be evacuated, please make an appointment at the beginning of the course to talk with me. It is important that the issues relating to disabilities be discussed with me as soon as possible.

Students seeking reasonable accommodation due to a religious belief or practice are encouraged to contact me to discuss the reasonable accommodation.

Your request(s) for accommodation will be held in confidence.

GRADE APPEAL

If you disagree with the evaluation of your work or believe an improper grade has been assigned, an appeal may be followed. Please discuss the matter with the instructor and refer to the Fitchburg State University Grade Appeal Policy in the university catalog.

EXTENDED CAMPUS LIBRARY SERVICES

The Gallucci-Cirio Library at Fitchburg State University provides a full range of library services including borrowing privileges; document delivery (books and articles mailed to your home); Interlibrary Loan; reference assistance via: phone, email, IM, Blackboard's Collaboration and Elluminate tools, Skype and in-person; library instruction; research help and more. Any questions relating to library services should be directed to the Linda LeBlanc, Access Services Librarian, at 978-665-3062 or dllibrary@fitchburgstate.edu. There is also a special section for Distance Learning and Extended Campus Services at <http://fitchburgstate.libguides.com/dlservices> outlining the wide range of services available to you and how to access them.