

UNIVERSITY OF ALASKA - FAIRBANKS

BA 390: ORGANIZATIONAL THEORY AND BEHAVIOR

SYLLABUS, SUMMER 2009
(3 credit hours)

Instructor: Jacob Joseph (ffjj@uaf.edu)

Office: 218-A Bunnell

Phone: 474-6532

Meeting: 408 Gruening

Monday – Friday (10.00 AM -3.00 PM)

Office Hours:

Tue 03.00-04.00 PM

Wed 03.00-04.00 PM

Also available by appointment

chapter outlines found

www.uafsom.edu/j_joseph.html

Required Textbook:

Organizational Behavior: Foundations, Realities, & Challenges, 6th Edition, Nelson, D.L. & Quick, J.C. (2009) – South-Western Cengage Learning, ISBN: 978-0-324-57873-7

Required textbook should be purchased online as soon as possible. Ask for expedited shipping since books are usually sent via media mail and can take up to a month to get here.

1. Prerequisites: Junior standing

2. Course Description: This course will comprise of an overview of human behavior in organizations. The focus will be on the three divisions of interest, which include the study of individuals, group and inter-group relations and the overall organization. Important aspects at each level of analysis will form the bases of discussion in this course. This class will be delivered via lectures, small group discussions & case studies.

3. Course Objectives: The purpose of this course is to provide students with an overview of the course. This course will stress theoretical work, real-world examples and current research. Theory and concepts will be presented within diagnostic frameworks along with exercises and cases serving as opportunities for students to apply their classrooms knowledge.

Learning Objectives

- Students will understand the significance of OB within the organizational context
- Students will explore challenges that managers face involving ethics, diversity, employee rights
- Students will comprehend how as individuals they process information and behave as a result of their personality, perception, values
- Students will learn about ethics, values and attitudes and their impact on organizations
- Students will be prepared in the theoretical frameworks and application of motivational

- techniques
- Students will comprehend stress and its consequences on individuals and the organization
 - Students will study the importance of communications among individuals and types of communication networks
 - Students will understand and participate in group settings and experience group dynamics
 - Students will learn about decision making models and be involved in group decision making
 - Students will better understand leadership styles within the context of organizations

4. Course Requirements:

Tests: There will be five tests, each varying in points depending on the amount of material covered. These will comprise of multiple choice, short answer and/or essay questions.

Assignments: There will be assignments which could include the reading of assigned articles, writing short papers, doing case analyses and a class presentation of a relevant topic either individually or as a group project. Assignments should be proof-read and special attention given to details. Spelling and punctuation errors on assignments will be penalized.

Assignment 1: Personal Data Sheet

Assignment 2: An Ancient Tale

Assignment 3: Ethics in International Business

Assignment 4: Case of Personality

Assignment 5: Manifest Needs

Assignment 6: Stress Case

Plagiarism on assignments and cheating on the tests will not be tolerated. Students caught plagiarizing or cheating will be disciplined according to the appropriate department, college, university guidelines.

Attendance: Attendance is not compulsory. Although no points are assigned, attendance may correlate with the absorption of academic material and facilitates classroom participation and involvement, components that are crucial to graduate study. Furthermore, attendance could have a bearing on the grade earned in situations where a student may be at the borderline.

Final Grade: The final grade will be based on a modified forced distribution – almost similar to being graded on a curve.

However:

A student who scores greater than 89% overall in the course will automatically receive an A grade for the course.

A student who scores greater than 85% overall in the course will be guaranteed at least a B grade for the course.

A student who scores greater than 69% overall in the course will be guaranteed at least a C grade for the course.

A student who scores greater than 50% overall in the course will be guaranteed at least a D grade for the course.

Record of Scores

	Points	Std Dev.	High	Mean	Low	Yours
Test 1	_____	_____	_____	_____	_____	_____
Test 2	_____	_____	_____	_____	_____	_____
Test 3	_____	_____	_____	_____	_____	_____
Test 4	_____	_____	_____	_____	_____	_____
Test 5	_____	_____	_____	_____	_____	_____
Assignments	_____	_____	_____	_____	_____	_____
Total	_____	_____	_____	_____	_____	_____

5. Students with Disabilities: Students with learning or other disabilities who may need classroom accommodations are encouraged to make an appointment with the Office of Disability Services (Phone # 474-7043). Please inform me of your needs and if I need to meet with the Office of Disability Services to provide the appropriate accommodations and supports to assist you in meeting the goals of the course

Weekly Schedule of Assignments (an approximation)

Day	Dates	Chapter
<u>Week 1</u>		
<u>Day</u>		
1	05/11	Introduction (Pre Test) 1. Organizational Behavior and Opportunity (Antz)
2	05/12	2. Challenges for Managers (Babe, Rush Hour) TEST 1 (12 May 2009)
3	05/13	3. Personality, Perception, and Attribution (Legally Blonde)
4	05/14	4. Attitudes, Emotions, and Ethics (Joe vs. the Volcano, Grumpier Old Men) TEST 2 (14 May 2009)
5	05/15	5. Motivation at Work (Boiler Room) 6. Learning and Performance Management
<u>Week 2</u>		
6	05/18	9. Work Teams and Groups (Dirty Dozen) TEST 3 (18 May 2009)
7	05/19	7. Stress and Well-being at Work (One Fine Day)
8	05/20	8. Communication (Tootsie) TEST 4 (20 May 2009)
9	05/21	10. Decision Making by Individuals and Groups (Apollo 13) 12. Leadership and Followership (Braveheart) (Post Test)
10	05/22	11. Power and Political Behavior (With Honors) TEST 5 (22 May 2009)

Syllabus subject to change with notice