MGMT341 – Organizational Behavior
T/R – 3:35pm – LWSN 141

Instructor:       Dr. Dennis G. Nasco, Jr.
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Office Hours:    T/R 9:30am – 11:45am; or by appointment

Course Overview:
This course will introduce the theories and principles of individual and group behavior typically faced in today’s organizations. This course seeks to enhance your understanding of why some managers and organizations are able to motivate their employees to achieve greater success while others fall short. In addition to the basic problems of employee motivation, leadership, and decision-making, emphasis will be given to issues such as diversity, individual differences, personality, perception, attitudes and behavior, job satisfaction, group behavior and performance, power and politics, and organizational structure and culture.

Objectives
- To develop and demonstrate a basic understanding of major concepts, practices, and theories of organizational behavior.
- To successfully apply major concepts, practices, and theories of human behavior to the resolution of individual- and group-level problems within organizations.
- To identify, acknowledge and evaluate your own assumptions, attitudes and beliefs about organizational behavior.
- To enhance your awareness of a wide range of potentially biasing factors that can influence perception, attribution, attitudes, judgment, and decision-making, and increase your ability to either minimize the influence of such factors or use them to your advantage.
- To develop an appreciation for the promises and pitfalls of groups and teams, as well as an understanding of strategies for getting the most from group situations.
- To enhance your understanding of how organizational structure, organizational design, organizational culture and HR practices affect individual and group behavior in work settings.

Text:
Organizational Behavior; 15th Edition
Robbins & Judge
ISBN (Book Only): 0132834871

*You can also use the Student Value Edition (3 hole punch book)

Assignment Point Distribution:  Points
Exams (2 Exams, each worth 50 points)                100
In-Class Cases/Assignments (10 cases, each worth 20 points) 200
Final Exam                                            100
Total                                                 400*
Grading Scale:

A  360 – 400
B  320 – 359
C  280 – 319
D  240 – 279
F  239 or below

You are responsible to keep track and check your grades on D2L. Grades are determined by combining the total points from the three exams, the FINAL exam, your case assignments, pop quizzes and any extra credit. **I WILL NOT ROUND GRADES.**

Assignments:
Assignments will generally be your choice of one of the last 2 cases of the specified chapter and will generally be due on the Tuesday class sessions.* You are responsible for summarizing in a few sentences the issue of the case from an organizational behavior perspective and answering the questions based on what you have read and learned about in class.

TYPE your answers in advance of class. The purpose is to discuss what you feel should be the right way to handle business issues within organizations based on your organizational behavior knowledge gained from the readings, course discussions and supporting online materials.

I WILL NOT take hand-written assignments, and assignments must be submitted in class. I forgot to bring my assignment, or I ran out of ink/paper/money is not a legitimate excuse!

Assignments will not be accepted from students via email (unless missing class for a University excused reason with documentation), or accepted from students who show up in the last half of class specifically to turn in their assignment.

If you are going to miss class for a University excused reason, **assignments must be submitted ahead of the class session**, not after.

If I feel there is not enough participation or a select few always argue their cases, I reserve the right to assign different work, OR give pop quizzes. **Be prepared and participate!**

Case Assignments:

| Assignment #1 | Ch. 2: The Flynn Effect, or Increasing Age Diversity in the Workplace | Due 1/28 |
| Assignment #2 | Ch. 3: Does this Sound Like a Satisfying Job?, or Crafting a Better Job | Due 2/4 |
| Assignment #3 | Ch. 5: Is There a Price for Being Too Nice?, or Leadership from an Introvert’s Perspective | Due 2/11 |
| Assignment #4 | Ch. 6: Do Unethical Decisions Come from Bad Character?, or Computerized Decision Making | Due 2/18 |
| Assignment #5 | Ch. 7: It’s Not Fair!, or Bullying Bosses | Due 2/25 |
| Assignment #6 | Ch. 9: Is Social Loafing Shirking?, or Herd Behavior and the Housing Bubble | Due 3/25 |
| Assignment #7 | Ch. 10: Unethical Teams | Due 4/1 |
| Assignment #8 | Ch. 12: Leadership Mettle Forged in Battle, or Leadership Factories | Due 4/8 |
| Assignment #9 | Ch. 13: The Persuasion Imperative | Due 4/15 |
| Assignment #10 | Ch. 15: Creative Deviance: Bucking the Hierarchy? |  |
**Preparation for Class:**
Plan on reading and reflecting upon assigned materials before the scheduled class discussion. Class will be based on lecture and in class discussion of relevant cases. I may give pop quizzes if I feel that students are unprepared. If you complete each case assignment, you should be more than prepared for a discussion.

You should read and review the chapters and complete the assignments before attending class!

**Exams:**

NO STUDY GUIDES WILL BE PROVIDED!!
NO MAKEUP EXAMS!!

- **Format:** There will be 2 exams. Exams may be a mix of fill in the blank, multiple choice, true/false questions, or essays. Generally exams will be multiple choice. Exams are in-class, non-cumulative, closed book, and closed note. Questions are based primarily on lecture material, but also may include questions about cases. Exams focus on key concepts and principles.

- **Procedures:** You must be on time for the exam. If you are late and the exam started you will NOT be permitted to take the exam. NO EXCEPTIONS. You will receive a ZERO on the exam.

  - No talking, earphones/iPods, phones, hats, notes, study guides, etc. are permitted during the exam. If I see any texting or use of electronic devices during the exam you will be removed from class and receive a zero for the exam.

  - NO CHEATING. I have a ZERO tolerance in the classroom for academic dishonesty. You will receive a zero on the test and be removed from class and reported to the University Ethics Committee.

**Student Expectations:**

1. It is the student’s responsibility to ask any questions or voice concerns/questions/doubts about assigned readings/materials presented in lecture, text, or during class.

2. Students are expected to be ON TIME. Being late is disruptive to me and your classmates.

3. If I notice that you are skipping a portion of class (first or second half) I reserve the right to deduct points from your final grade.

4. If you know you will be late or need to leave early please let me know in advance and make arrangements to sit in the back (or closest to the door so you do not interrupt the class).

5. If you TEXT, FACEBOOK, CARRY ON A CONVERSATION, complete HOMEWORK not related to class, 10 points will be taken off your total grade and you will be asked to leave class per occurrence.

6. SIMPLE - do not do anything disruptive or any activities that do not pertain to class and you will be fine.

You are responsible for ALL material even if it is not covered in class (for example: if we run out of time during a class session or do not get to cover a chapter assigned, you are still responsible for that material).

I will be available during office hours to provide additional help or clarification if needed.
**Course Schedule:** T/R – 3:35pm; 1/14 thru 5/8; LWSN 141

*Subject to change at the discretion of the Instructor. As much notice as possible will be given.*

**Week 1**
- 1/14: Syllabus and Course Expectations
- 1/16: Chapter 1 – What is Organizational Behavior?

**Week 2**
- 1/21: Chapter 1 – What is Organizational Behavior?
- 1/23: Chapter 2 – Diversity in Organizations

**Week 3**
- 1/28: Chapter 2 Cases (Assignment #1 is due)
- 1/30: Chapter 3 – Attitudes & Job Satisfaction

**Week 4**
- 2/4: Chapter 3 Cases (Assignment #2 is due)
- 2/6: Chapter 5 – Personality and Values

**Week 5**
- 2/11: Chapter 5 Cases (Assignment #3 is due)
- 2/13: Chapter 6 – Perception & Individual Decision Making

**Week 6**
- 2/18: Chapter 6 Cases (Assignment #4 is due)
- 2/20: Chapter 7 – Motivation Concepts

**Week 7**
- 2/25: Chapter 7 Cases (Assignment #5 is due)
- 2/27: Chapter 8 – Motivation: From Concepts to Applications

**Week 8**
- 3/4: Review for Exam #1
- 3/6: **Exam #1 (Chapters 1, 2, 3, 5, 6, 7 & 8)**

**Week 9**
- SPRING BREAK

**Week 10**
- 3/18: Review of Exam #1
- 3/20: Chapter 9 – Foundations of Group Behavior

**Week 11**
- 3/25: Chapter 9 Cases (Assignment #6 is due)
- 3/27: Chapter 10 – Understanding Work Teams

**Week 12**
- 4/1: Chapter 10 Cases (Assignment #7 is due)
- 4/3: Chapter 12 – Leadership

**Week 13**
- 4/8: Chapter 12 Cases (Assignment #8 is due)
- 4/10: Chapter 13 – Power & Politics

**Week 14**
- 4/15: Chapter 13 Cases (Assignment #9 is due)
- 4/17: Chapter 15 – Foundations of Organizational Structure

**Week 15**
- 4/22: Chapter 15 Cases (Assignment #10 is due)

**Week 16**
- 4/29: Review for Exam #2
- 5/1: **Exam #2 (Chapters 9, 10, 12, 13, 15 &17)**

**Week 17**
- Cumulative Final over the entire course
- **Thursday, 5/8:** **FINAL EXAM – 3:10pm in LWSN 141**
Legal Stuff:
Academic Dishonesty
Students found guilty of committing academic dishonesty (this includes plagiarism) shall receive at least an “F” on the assignment and may receive an “F” for the course and/or expelled from the University.

Assignments
- Assignments are due at the beginning of the class period of the due date.
- **Late assignments will not be accepted!**
- Students should use correct spelling, grammar and punctuation on all assignments.
- Assignments must be **typed** in 11 or 12 point font, stapled, use Times New Roman or Arial font, and have one-inch margins on all sides.
- Assignments should be printed in Black ink
- Only one assignment per semester can be submitted via email
- **Assignments that are not typed will not be accepted!**
- Your name, course number, and Dawg Tag should be typed in the “header section” on all pages of every assignment.

Attendance & Participation
- You are expected to be at every class session.
- Being more than two minutes late to class is the same as being absent.
- You are expected to participate in all class sessions.
- You will be given the opportunity to participate during class sessions and when we have speakers.

Conduct
- Students are expected to treat the instructor, guest speakers, and fellow classmates with dignity and respect at all times.
- Violations of class conduct will result in the offending student being asked to leave the classroom. At least 40 points (10% of course grade) will be deducted from the students overall course grade/score.
- On the second occurrence, the student will automatically receive an "F" for the course.
- [http://policies.siuc.edu/policies/behavior.html](http://policies.siuc.edu/policies/behavior.html)
- [http://policies.siuc.edu/policies/conduct.html](http://policies.siuc.edu/policies/conduct.html)

Reasonable Accommodation for Students with Disabilities:
I am committed to providing reasonable accommodation to students with disabilities. Any student who has a disability that may prevent him or her from fully demonstrating his or her abilities should contact me personally as soon as possible (Within the first week of class) so we can discuss accommodations to facilitate your educational opportunities. You are encouraged to contact Disability Support Services.

Emergency Procedures
Southern Illinois University Carbondale is committed to providing a safe and healthy environment for study and work. Because some health and safety circumstances are beyond our control, we ask that you become familiar with the SIUC Emergency Response Plan and Building Emergency Response Team (BERT) program. Emergency response information is available on posters in buildings on campus, available on the BERT’s website at [www.bert.siu.edu](http://www.bert.siu.edu), Department of Public Safety’s website [www.dps.siu.edu](http://www.dps.siu.edu) (disaster drop down) and in the Emergency Response Guidelines pamphlet. Know how to respond to each type of emergency. Instructors will provide guidance and direction to students in the classroom in the event of an emergency affecting your location. It is important that you follow these instructions and stay with your instructor during an evacuation or sheltering emergency.

SIU Syllabus attachment:

*The syllabus, course assignments, assignment due dates, lectures, and speakers are subject to change at the discretion of the instructor.*