Instructor Information

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College of Business Mission

We launch students toward a better future by engaging them in industry-relevant and student-centered programs driven by strong partnerships between students, faculty, staff, and business professionals.

College of Business Learning Goals

Graduates of the College of Business will be able to demonstrate:

1. Foundation knowledge and skill in the fundamental business disciplines.
2. Effective communication in written and oral business presentations.
3. Comprehension and application of ethical principles in business decisions.
4. Problems solving ability using integrative and critical assessment of business information and appropriate technical tools.
5. Career readiness through participation in Career Center events, self-assessment, club activities, internships and other professional engagement.
6. Competency in their specialized field of study.

Course Description

Applied and conceptual analysis of behavior within organizations. Involves leadership, motivation, communications, group processes, decision-making, climate, and culture. Course will be offered every year (Fall, Spring).

Course Objectives

Upon successful completion of this course, the student will be able to:

- Demonstrate knowledge of and the ability to apply key concepts in the field of organizational behavior to individuals, groups, and organizations.

- Demonstrate an understanding of major theories of justice, power, ethics, trust, motivation, and leadership as they relate to individuals, groups, and organizations within a business context.
- Examine approaches to Organizational Behavior that involve a range of quantitative, qualitative, and experimental methods.
- Apply management theories through a project involving the analysis of organizational data and the application of theory to explain organizational dynamics such as power differences, diversity and inequity.
- Explore approaches to diversity and inequity within the field of business and examine the role they play in the development of teams and organizations

Course Prerequisites

Prerequisites: MGT 380 or MGT 382.

Academic Conduct Code

All students enrolling in College of Business courses are expected to comport themselves in a professional manner consistent with Washington State law, CWU policy and the College of Business Honor Code. As College of Business students we pledge to uphold these standards of professionalism and conduct ourselves in accordance with them. We will not lie, cheat, or steal, and will not tolerate those who do. Our behavior defines who we are and what we will become. Academic conduct encompasses integrity as well as professional behavior towards students, staff, and faculty.

All acts of dishonesty in any course work constitute academic misconduct. This includes, but is not limited to, cheating, plagiarism, fabrication of information, misrepresentations, and abetting of any of the above. Should you have any questions about plagiarism or any other forms of academic misconduct, please speak with me before submitting an exam/assignment.

Students violating CWU policy on academic dishonesty (see CWUP 5-90-040(22) and CWUR 2-90-040(22)) will at a minimum be given a score of zero on the relevant assignment/exam and at a maximum failed from the course and referred for further disciplinary action. In addition, CWU disciplinary policy will be followed in the event that academic misconduct occurs. Students should refer to the CWU policy manual (section CWUP 5-90-010(4)) and the CWU Student Conduct Code (II.B) for more information.

Professional behavior is expected of all students. Students who deploy, threats, harassment, or a pattern of communications with the intention of damaging another student's reputation require professional interventions beyond what is available from this instructor, and clearly compromise the learning of other students in the class. Similarly, students who behave in a way that interferes with, impedes, or otherwise unreasonably hinders normal teaching, learning, research, administrative, or other functions, procedures, services, programs, or activities involved with the class. This behavior will lead to being excused from the remainder of the course with an "F". Such behavior is inexcusable.

Students engaging in Prohibited Student Conduct within the course as defined by Washington Administrative Code (See WAC 106-125-020) will face course sanctions, which can include being failed from the course. Further, these students will be reported to the College of Business Dean's Office and the Office of Student Success. This may result in additional punitive action.

TURNITIN -- Central Washington University subscribes to Turnitin.com, a tool that confirms that you have used and cited sources accurately in your paper. By taking this course, you agree that all written assignments may be submitted to Turnitin.com for an "originality report" and that, upon request from your instructor, you must provide an electronic version of your paper. Instances of plagiarism, or failure to supply your instructor with an electronic version of your paper, will be handled according to the Student Disciplinary Procedures that accompany the CWU Code of Student Rights, Responsibilities, and Conduct and may result in an academic sanction, up to and including failure of the course. Students are encouraged to use Turnitin.com as a resource to help ensure outside works are cited appropriately. All papers submitted to Turnitin.com will remain in the private institutional database.

CWU Diversity Statement

CWU expects every member of the university community to contribute to an inclusive and respectful culture for all in its classrooms, work environments, and at campus events.

CWU Disability Accommodations

CWU is committed to creating a learning environment that meets the needs of its diverse student body. If you anticipate or experience any obstacles to learning, contact Disability Services to discuss a range of available options. Student Disability Services is located in Hogue 126. Call (509) 963-2214 or email ds@cwu.edu for more information.

Accommodation for Observance of Religious Holidays

In compliance with RCW 28B.137.010, Central Washington University makes every effort to deal reasonably and fairly with students who, because of religious obligations, have conflicts with scheduled exams, assignments or required attendance. Students must present written notice to their instructor within the first two weeks of class listing the specific dates on which accommodations are required. Contact the Dean of Student Success at (509) 963-1515 for further information or questions.

Textbook(s)

Colquitt, J.A., LePine, J.A., & Wesson, M.J. Organizational Behavior: Improving Performance and Commitment in the Workplace. Sixth Edition. Boston: McGraw-Hill.
NO ACCESS CODE REQUIRED

I don't really care too much about editions, just try to stay within one or two of the selected text for this quarter.

Any additional readings/materials will be posted on Canvas for each week.

It is the student's responsibility to ensure they have access to all required course materials, including the textbook, by the first day of classes. Extensions on readings and assignments will not be granted due to a student's failure to secure access to required course materials.

Dates	Topics	Readings and Deliverables
Week 1 **1/13**	*Introduction to OB; Job Performance; Organizational Commitment*	*MAKE SURE YOU GET THE TEXT AND ARE FAMILIAR WITH THE SYLLABUS* *Chapter 1, 2, & 3*
Week 2 **1/20**	*MLK DAY*	*CWU CLOSED FOR HOLIDAY*
Week 3 **1/27**	*Job Satisfaction & Stress*	*Chapter 4 & 5*
Week 4 **2/3**	*Motivation*	*Chapter 6* ***Motivation Assignment Due 2/9 Sunday Midnight***
Week 5 **2/10**	*Learning & Decision Making Trust, Justice & Ethics*	*Chapter 7 & 8* ***EXAM ONE (Ch. 1-6) Open Monday and Due Friday Midnight***
Week 6 **2/17**	*Personality & Cultural Values Ability*	*Chapter 9 & 10* ***NEO Assignment Due Sunday Midnight***
Week 7 **2/24**	*Teams; Characteristics and Processes*	*Chapter 11 & 12*
Week 8 **3/2**	*Leadership; Styles & Behaviors*	*Chapter 13 & 14* ***Leadership Assignment Due Sunday Midnight***
Week 9 **3/9**	*Organizational Culture*	*Chapter 16* ***FINAL PROBLEM SOLVING PAPER Due Sunday March 15th Midnight***
Week 10 **FINALS** **3/16**	*FINALS*	***EXAM TWO Open Monday and Due Friday 3/20 Midnight***

Caveat
The above schedule and procedures in this course are subject to change in the event of circumstances beyond the instructor's control

Exams (200 points)

You will have a series of 2 exams (50 questions, multiple choice) worth 100 points each that will test your knowledge of what we are covering in the text, video lectures, and supplementary material. They will be online on Canvas and timed (100 minutes). YOU are responsible for locating a reliable wi-fi connection WITHIN the time frame for the exams (regardless of your work schedule, zombie apocalypses, etc). During the week of each exam, the exam will ONLY be open through Wednesday (8am) and close Friday (by midnight). Answers and scores will be made available following the closure of the exam. This is to help keep students from taking advantage of online exams and sharing answers. My goal is to keep a fair playing field for all my students but also to give you feedback on your work, thus the timing of the feedback.

Make-up exams will only be given in emergency situations or by prior arrangement. The make-up exam will be all essay questions.

Assignments (150 points)

You will have three 50 point assignments where you will be asked to answer questions based on material in the class. Formatting is 12 pt font, double spaced, and a minimum length of 3 pages. These assignments are meant to push your understanding of the material to the next level, so you can integrate the concepts and apply them as you move forward in the class. I take plagiarism very seriously, and I urge you to make use of our fabulous writing centers if you have questions on how to properly cite articles. ANY PLAGIARISM WILL RESULT IN, AT MINIMUM, A FAILING GRADE ON THE ASSIGNMENT, and AT MAXIMUM, IN THE COURSE.

Problem Solving Paper (100 Points)

You will need to write a 6-8 page paper, including references, double spaced, 12 point font. Armed with the theory and principles that we discuss in this class, your job is to identify, analyze, and solve an organizational problem of a real organization here in the Pacific Northwest. You will be required to find and visit an organization or a group/department within an organization to conduct research related to the concepts discussed in class. You must conduct interviews with at least 1 employee at this organization. You will conduct research to identify best practices and feasible, actionable solutions. Please use APA format to properly cite your research in your paper (abstracts and a title page are not required). All information that you use from outside sources must be documented. When in doubt, cite your work! Please don't hesitate to ask me if you are in doubt about whether or not to cite something, and how to cite. I take plagiarism very seriously, and I urge you to make use of our fabulous writing centers if you have questions on how to properly cite articles. ANY PLAGIARISM WILL RESULT IN, AT MINIMUM, A FAILING GRADE ON THE ASSIGNMENT, and AT MAXIMUM, IN THE COURSE.

Suggested Steps for Success:

Step 1: Identify a target organization

You must first choose an organization that will allow you access to observe organizational dynamics. It can be an organization with whom you are currently employed or with whom you have been employed, but this is not absolutely necessary. You must find an organization willing to let you interview at least 2 employees regarding an OB problem experienced at their organization.

Step 2: Target an organizational problem.

The problem you choose to address may be one that you have identified or one that is identified by talking to a manager or coworker in the employing organization. The problem that you choose must also be one that can be helped by applying the concepts that we discuss in class. Remember that the more specific the problem is that you identify, the more useful your recommendations will be. I prefer in-depth exploration of a single targeted problem to general statements.

Step 3: Gather relevant information.

The next step in this project is to analyze the problem that you have chosen to address. This step can involve, but is not limited to, any combination of: interviewing individuals involved with the organization, observing the organization to get a firsthand view of the situation, administering surveys and questionnaires, and reviewing any relevant information that is available through organizational publications and communications (i.e., annual reports), or through articles or stories found in mainstream media outlets (i.e., TV, newspapers, magazines, Internet). The more information you gather, the more of a complete picture you are likely to have and the better understanding you will have of the situation.

Step 4: Analyze information to diagnose problems and suggest solutions.

Your analysis should focus on what organizational, individual and interpersonal/group level dynamics may have caused the problem, and as a consequence, how the problem can be solved. After identifying the problem and analyzing the situation, it is up to you to develop viable solutions for solving the problem. These solutions MUST be based on topics covered in class. While topics are limited to those that are covered in this class, material about these topics may come from the book, lectures, cases, class discussions, management journals, or any other credible source. When developing solutions, think about the strengths of each solution (i.e., why and how it will help resolve the problem) as well as weaknesses of that solution (i.e. things that might keep that solution from being completely successful). You will also develop an action plan that details how these solutions will be implemented in order to solve or alleviate the organizational problem. In summary, you will do in-depth research to identify sources of an organizational problem, and draw on research to present a viable solution to this problem, and explain how and why you arrived at that conclusion.

Grades

Course Component	Points possible
Problem Solving Paper	100
Exams	200
Assignments	150
TOTAL	450

Grading Scale

A = 93-100%	A- = 90-92%	B+ = 87-89%
B = 83-86%	B- = 80-82%	C+ = 77-79%
C = 73-76%	C- = 70-72%	D+ = 67-69%
D = 63-66%	D- = 60-62%	F <= 59%

Grade	Category	Description
A A-	Excellent	Meets all objectives of the course and fulfills all requirements; performs at a very high level
B+ B B-	Good	Meets all objectives of the course and fulfills all requirements; performs at a high level
C+ C C-	Satisfactory	Meets all objectives of the course and fulfills all requirements; performs at a satisfactory level
D+ D D-	Marginal Pass	Makes progress toward meeting the course objectives; fulfills course requirements at a substandard level
F	Failure	Fails to meet the course objectives; does not fulfill course requirements

Canvas

For this course, Canvas serves as the vessel for ALL course related materials.
It is your responsibility to become familiar with Canvas and seek support for any technical issues. If you experience any technical difficulties with Canvas and/or any of its components such as the Respondus Lockdown Browser, click the Help icon in Canvas to contact the 24/7 support hotline. You will find additional Canvas support and technology requirements on the CWU online learning website (http://www.cwu.edu/online-learning/). If you experience any technical difficulties with MyCWU network and login, contact CWU Help Desk at servicedesk@cwu.edu and/or 509-963-2001.

Equipment

None