**MGT 210: Organizational Behavior**



**Syllabus**

**Instructor:** Boyuan Chen

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**Office Hours:** By appointment via email

# Course Description

This course is an examination of human behavior theories and practices as they apply to individuals in the workplace. We will examine the individual, the group, and the organizational system. This course has been designed to help develop professionalism and awareness of oneself and others, towards career success.

Timely advancements in society are highlighted in this edition of the textbook used in the course. Social responsibility, justice, and ethical issues that organizations face today are also highlighted within the topics presented. The goal of this course is to provide state-of-the-art theories and research that can be converted into actionable practices that students can apply in the world of work.

Topics include diversity, equity and inclusion in organizations, job attitudes, individual personality and perception related to decision making, motivation, group behavior, work teams, communication, leadership effectiveness, power and politics, conflict and negotiation, foundations of the organizational structure, organization culture and change, human resource systems and practices and stress and health in organizations.

Prerequisite: MGT110

**Course Objectives**

After successful completion of this course, students will understand:

* Terminology associated with organizational behavior
* The systems approach as applied to human and organizational behavior
* How workers and managers influence individual and group motivation and behavior
* The impact of diversity, inclusion, equity, and globalization issues facing organizations
* Related topics such as leadership and the use of teams in organizations, organizational structure, organizational culture and managing change

# Course Outcomes

After successful completion of this course, students will have the ability to:

* Apply management skills and awareness of organizational behavior
* Relate learnings to real life business situations and interactions
* Be more proficient communicators, both in oral and written communication skills
* Apply the learning objectives listed for each session of the course in the workforce

# Course Requirements

**\*\*Important:** Students are expected to read chapters specified on the course outline each week.

**Exams:**

Exams will consist of various types of questions and/or case analysis that focus on broad terms and concepts covered in the text, course readings, and discussions. Emphasis will be on the application of concepts and theories learned. Analysis must go beyond common-sense explanation to include objective review; for example, citing theory or scholarship that supports your analysis and convictions.

# Late Assignments: Late assignments will not be accepted. Discussions and assignments are due on or prior to the date that they are due. This is NOT a course where you can “catch up later.” If there is a documented emergency, it is your responsibility to contact me sooner than later. We can work something out in the instance of an emergency, otherwise, no late work will be accepted. I think it’s important that students get in the habit of completing and submitting work prior to or on their due dates. This is an important skill that you will carry with you throughout your life, in the workforce and beyond!

**Incomplete Grade:** I do not offer incomplete grades. (Unless there is a documented emergency) Discussions, assignments and the final paper are **due on or prior to their due dates**.

**APA Policy:** Ensure that you cite references and quotes according to the American Psychological Association (APA) format (see apa.apastyle.org). APA format for papers is required for all management department courses. (In rare cases your management instructor may specifically request a different format.) See apastyle.apa.org for guidance on quotes and originality. You should also ask the tutors at the Academic Success Center - Writing Center (tutoring@vaughn.edu or writingcenter@vaughn.edu) for help.

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# Required Text:

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| **Text:** | Organizational Behavior, 19th edition |
| **Authors:** | Stephen P Robbins and Timothy A. Judge |
| **Publisher:** | Prentice Hall |

# Required Materials and Proficiencies

* Text as noted above.
* Laptop running the standard Microsoft suite of productivity applications (i.e., Excel, PowerPoint, Word) and supplementary articles from various sources as directed by the instructor
* Basic mathematical concepts
* Mid-level Excel (Spreadsheet)
* Basic PowerPoint (Presentation graphics)
* Basic MS-Word (Word Processing)
* Students must contribute to the content of the course and provide thoughtful discussions. For the class to be successful, students must complete all assignments and discussions.

# Course Grading Policy (Subject to Change)

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| --- | --- | --- |
| **Assignment** | **Due Date** | **Percentage** |
| Group case / discussion / presentation | TBD | 40% |
| Critical Review of Management Article 10% | TBD | 30% |
| Class Participation | N / A | 10% |
| Attendance | N / A | 20% |
|  | **TOTAL** | **100%** |

**Vaughn Grading Scale**

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| --- | --- | --- |
| **Grade** | **Numeric Value** | **Standard** |
| A | 90-100 | Excellent |
| B+ | 85-89 |  |
| B | 80-84 | Good |
| C+ | 75-79 |  |
| C | 70-74 | Average |
| D\*\* | 60-69 | Min. Passing |
| F | Below 60 | Failure |

\*\*For Aviation Training Institute students, minimum passing grade for all courses in the Airframe and Powerplant curriculum is a “C.”