

Instructor: Mr. Timothy Morgan
Course Times & Location: June 3 to July 6, no class location, online section
Office Hours: Monday - 11:00-12:00, Wednesday 11:00-12:00, Friday 4:00-5:00pm and by appointment (preferred)
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Course Catalog Entry

An understanding and application of individuals and groups in an organizational environment. Topics include (but are not limited to) critical thinking, interpersonal communication, politics, power, conflict, motivation, leadership, and organizational culture.

Course Description

Organizational behavior (OB) is a field of study that seeks to understand, explain, and improve human behavior in organizations. Most organizations focus their efforts on improving two aspects of human behavior: (1) job performance—the degree to which individuals perform the behaviors needed for the organization to achieve its goals; and (2) organizational commitment—the degree to which employees remain loyal to the organization rather than seeking employment elsewhere. This course will guide you through a model that seeks to explain these two areas of organizational behavior.

Course Outcomes

After completing this course, you will be able to:

- Identify and define organizational behavior concepts.
- Apply those concepts to improve your understanding of your own work attitudes and behaviors.
- Apply those concepts to improve the functioning of an organizational unit.

Course Learning Modules

Each of the learning modules detail objectives specific to that topical area. All fit together to develop students' knowledge and skills about the overall conceptual space of organizational behavior.

Course Materials

1. **Text** - Colquitt, J. A., LePine, J. A., & Wesson, M. J. *Organizational behavior: Improving performance and commitment in the workplace*
 - a. 6th or 5th edition is recommended
 - b. An earlier edition is better than not buying/renting a book at all
2. **Canvas** – The course is delivered through Canvas. PowerPoint slides, discussion boards, mini video lectures, select articles, assignments, instructions, etc. will be posted on Canvas. You will complete activities every week online. Assignments will be submitted on Canvas. You are responsible for monitoring announcements and emails on Canvas. It is vital that you have reliable Internet access. Accessing Canvas through Chrome or Firefox is recommended. Use Canvas helpline for issues.

Course Topics and Weekly Tasks Outline

Week 1 June 3-9	Complete Module 1 Complete Get to Know My Class activity
Week 2 June 10-16	Complete Module 2
Week 3 June 17-23	Complete Module 3
Week 4 June 24-30	Complete Module 4
Week 5 July 1-6	Complete Module 5 Complete BONUS module (optional) Turn in Self Assessment Log Assignment Turn in <i>Me as a Working Professional</i> Assignment

Grading

<u>Category</u>	<u>Percentage of Total Grade</u>
Module Quizzes	50%
Self-Assessment Log	15%
Discussion Board Participation & Contribution	20%
Me as a Working Professional Assignment	15%
	100%

Assignment Breakdown

Module Quizzes (50%)

Weekly quizzes will assess the degree to which you understand and can apply the course concepts. Module quizzes cover one week's worth of material and consist of multiple choice and true / false questions. All points from individual quizzes will be pooled together and averaged to give you a quiz percentage grade. No quizzes will be dropped, however, Aa BONUS quiz at the end will covers material in an optional module.

Self-Assessment Log (15%)

Modules contain interesting get-to-know-yourself assessments on key OB concepts, related to your own personal characteristics. You will gain insight into your personality, leadership style, etc., and can help you understand yourself and others in the work context.

What is the purpose of this?

"Knowing yourself is the beginning of all wisdom" – Aristotle

Modules contain interesting get-to-know-yourself assessments on key OB concepts, related to your own personal characteristics. You will gain insight into your personality, leadership style, etc., and can help you understand yourself and others in the work context.

What to do?

Tally your scores to each required assessment and report your results in a GoogleDoc, spreadsheet, or Word document, comparing yourself to the average score if/when there is one, and interpret the results. Example:

My score is an 18. The average for x is a 14. X refers to how much a person....This score means I am/ behave more in y and z than the average person, which has this implication for me in my work/ life...

Do not just indicate scores without interpreting it. Looking back, numbers will be meaningless.

Discussion Board Participation and Contribution (20%)

Discussion Board Activities

A portion of your total course grade will be based on the amount and quality of participation in the discussion board activities. Activities must be completed by the dates they are assigned. No late submissions will be accepted. There are 12 required discussion board activities and 1 makeup. 10 must be completed for a chance at full credit.

What is the purpose of this?

Interacting with your classmates through sharing your experiences and impressions related to the course topics is an effective way to relate the coursework to you, and how its knowledge may be applicable.

What to do?

You are expected to participate in discussion boards for each module as detailed in the syllabus's schedule and also posted on the Canvas module page. Although posts may vary slightly from module to module, typically, you will answer 1 question as well as read and/or reply to others' answer(s) to questions. Follow the directions specifically.

How long should a post be?

3-4 well-thought out sentences for each answer/ reply is sufficient. Think quality, not quantity.

When are posts due?

To fulfill the requirement for the discussion board each time, complete the requirements on time. No late submissions will be accepted.

Deadline dates are posted within each discussion board and on the class calendar. In general, submit your original post(s) by Thursday at 11:59pm if the discussion board requires responses to others and respond to others' posts (if required) by Sunday at 11:59pm. If no responses to others' posts are required for a discussion board, submitting by Sunday night is fine. Again, specific dates are given within each

discussion board and on the class calendar. No late work will be accepted for discussion boards.

How will my discussion board contribution be assessed?

This rubric will assess your discussion participation / contribution. Each submission will NOT be graded on this scale, but your entire body of submissions will be judged holistically, based on the overall nature of your responses. If your responses fall in between descriptions in each block, (say participate in 9 posts but only occasionally provide input that extends the thoughts of others) scores in between those shown will be earned (i.e. 25).

0-12 Participates in 4 posts or less	18 Participates in 5-6 posts Usually offers little contribution, perhaps not even completing the exercises. Responses <i>rarely, if ever</i> , demonstrates understanding and /or provide justification.	23 Participates in 7-9 posts Offers short, simple response(s) that <i>sometimes</i> demonstrates understanding and justification (why?) for the opinion stated. Student <i>occasionally</i> shares his/her "well thought out" logic in both an efficient and highly effective manner. <i>Occasionally</i> provides input that considers and extends the thoughts of others.	30 Participates in 10-12 posts <i>Consistently</i> demonstrates understanding, providing insight and justification (why?) for the opinion stated. Student <i>consistently</i> shares his/her "well thought out" logic in both an efficient and highly effective manner. <i>Typically</i> provides input that considers and extends the thoughts of other students.
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Helpful Hints: Responding to Others' Responses

NOTE 1: It is OK and even productive to the learning process to disagree with classmates. It is not OK to be disrespectful when doing so.

NOTE 2: When responding, note that quality responses can often include one the following thoughts:

- 1) I find what Susie said is interesting and why...
- 2) I agree / don't agree with Jimmy, or I find this counterintuitive, based on prior understanding / experience. Here is why I think the way I do.
- 3) This might have solved and /or has to do with a problem I heard about in the news currently.
- 4) This reminds me of the experience I had / observed where...the approach is (in)consistent with how the situation played out...Here's how it might have played out the same / differently if x was followed / ignored.

Getting Started Exercise

What is the purpose of this?

One simple activity will help us get to know each other better and make this class feel less isolated. This is one of the 12 discussion board assignments, and a very easy one.

Get to Know My Class

Post your name, some things you like to do in your spare time and (optional) add 2 or more visuals about yourself. To add visuals, there are several options. More instructions are included with the assignment found in the Getting Started section of the course Canvas page.

Me as a Working Professional Assignment (15%)

This assignment asks you to reflect upon & apply knowledge gleaned from self-assessments you've taken in the course. Based on these & topics you've learned, consider what you, your future workplaces, and those within it might do to maximize your own job performance and organizational commitment.

You may do a paper or video.

Papers should be between 1000-1250 words, double-spaced, in 11-12 pt Times New Roman font, with 1-inch margins. Also, include a cover page indicating the title of your paper (named below). Follow the instructions below for each paper. Papers can be uploaded to Canvas in .pdf or .doc formats.

Videos should be 12 minutes max. Rubrics are provided on Canvas. 85% of the paper grade will revolve around content issues, with 15% revolving around writing/speaking style issues.

Me as a Working Professional must focus on you and your personal characteristics and work tendencies. For it, you will gather, reflect upon and apply the knowledge gleaned from a number of the self-assessments you have taken in the course. Applying concepts learned in the course, you will consider what 1) you 2) your future workplaces and 3) those within it (leaders and coworkers) might do to maximize your own personal job performance and organizational commitment in light of your characteristics and tendencies. In essence you will be an outside consultant asked to ensure your own success and longevity in your future workplace, 5-20 years from now. To maximize your own job performance and organizational commitment, how might you, others you work with, and the places you will work whole facilitate organizational commitment and strong job performance? As you consider your career options, what might be the perfect situation for you in terms of job characteristics, and those who lead and follow you?

Background - Describe yourself based on results of a handful of self-assessments taken in the class. Include:

- 1) Big 5 (CANOE) personality types
- 2) At least 4 others. Give enough detail that "brings the person to life" for the reader.

Explanations - Drawing on key course terms and concepts (not laymen's terms) provide an explanation of *how*, in your estimation, these characteristics matter to your own job performance and/or organizational commitment. Mention both strengths and challenges you might bring to the table in working with:

- a) subordinates (those under you)
- b) coworkers (those in an equal role)
- c) and leadership (those above you)

When I say "key terms", I'm referring to the words that are bolded in the chapters and that appear in the Key Terms section at the end of each chapter. Given the strict word count, you'll need to strike a balance between breadth of coverage (i.e., the number of key terms mentioned) and depth of coverage (i.e., how detailed your use of a given key term is in explaining your attitudes and behaviors).

Recommendations - Flowing out of the key terms discussed in the previous section, describe:

- 1) what the top managers or leaders in the company could do, very specifically, to maximize your performance and/or commitment. You will be talking about ways to alter individual mechanisms of job satisfaction, stress, motivation, trust, and/or learning. You do not need to address all. This can be accomplished through group mechanisms (leadership, team factors, or organizational mechanisms (structure and culture).
- 2) describe what you, personally, could do to make yourself perform better and committed to your organization, including selecting an organization and job that would be a good fit for you.

Class Policies

Academic Dishonesty and/or Impropriety Policy

Please review the university policy and uphold the code of honor. No form of academic misconduct will be tolerated. The University has a strict code for cheating and students should refer to the Student Code of Conduct to understand the consequences. University policy will be followed if a student is caught cheating.

Any student who engages in any form of cheating, including plagiarism, or working together on online quizzes and exams designed to be students' independent work will receive a grade of F in the course. Software now easily detects when students work together and answer similarly on exams, and/or duplicate others writing and passes it off as their own. Please don't put yourself through the embarrassment and the department the hassle of disciplining you for academic dishonesty.

Plagiarism-- to take and pass off as one's own the ideas, writings, etc. of another without giving credit to them via a citation/reference. You do not need to cite the textbook when you write for this course.

Withdrawal Dates

Last day to withdraw from one or more courses is June 24th

Make-up Procedure

If you must miss a quiz, you must make every effort to contact me before the quiz. Failure to do so may result in a zero for that quiz. Make-up quizzes, if allowed, must be taken within a week of the scheduled quiz.

Completing Assignments – Late Policy

Completing assignments on time is expected. Late discussion board activities and written/video assignments are not accepted for credit.

Attendance Policy

Not applicable for this online course

Exams

The Soules College of Business is pleased to offer courses online in an asynchronous environment in order enhance their accessibility. In order to preserve academic integrity in these online courses, we observe the following testing policy.

- 1) Classes offered online may have up to two tests/examinations offered in a proctored setting.
- 2) These proctored exams should have meaningful impact on a student's grade in class.
- 3) Exams administered online should be proctored live using a UT Tyler approved proctoring service.
- 4) Students must register for the proctoring service using information provided by the instructor (on Canvas).
- 5) Exam proctoring will be at no cost to the student provided that the exam is scheduled in a timely manner per the course instructions. Students may be billed for cancelling or rescheduling an exam per the provider's fee schedule.

There is no final exam for this course.

College of Business STATEMENT OF ETHICS

The ethical problems facing local, national and global business communities are an ever-increasing challenge. It is essential the College of Business and Technology help students prepare for lives of personal

integrity, responsible citizenship, and public service. In order to accomplish these goals, both students and faculty of the College of Business and Technology at The University of Texas at Tyler will:

- Ensure honesty in all behavior, never cheating or knowingly giving false information.
- Create an atmosphere of mutual respect for all students and faculty regardless of race, creed, gender, age or religion.
- Develop an environment conducive to learning.
- Encourage and support student organizations and activities.
- Protect property and personal information from theft, damage and misuse.
- Conduct yourself in a professional manner both on and off campus.

University Policies

UT Tyler Honor Code

An honorable man, impoverished though he may be in talent, cannot fail to attain success and high standing in the eyes of the world. A dishonorable man, though he is possessed of a multitude of abilities, cannot hope to escape for long the condemnation of his fellow men. –Robert Wood

Every member of the UT Tyler community joins together to embrace: Honor and integrity that will not allow me to lie, cheat, or steal, nor to accept the actions of those who do.

Students Rights and Responsibilities

To know and understand the policies that affect your rights and responsibilities as a student at UT Tyler, please follow this link:

<http://www.uttyler.edu/wellness/rightsresponsibilities.php>

Campus Carry

We respect the right and privacy of students 21 and over who are duly licensed to carry concealed weapons in this class. License holders are expected to behave responsibly and keep a handgun secure and concealed. More information is available at

<http://www.uttyler.edu/about/campus-carry/index.php>

UT Tyler a Tobacco-Free University

All forms of tobacco will not be permitted on the UT Tyler main campus, branch campuses, and any property owned by UT Tyler. This applies to all members of the University community, including students, faculty, staff, University affiliates, contractors, and visitors.

Forms of tobacco not permitted include cigarettes, cigars, pipes, water pipes (hookah), bidis, kreteks, electronic cigarettes, smokeless tobacco, snuff, chewing tobacco, and all other tobacco products.

There are several cessation programs available to students looking to quit smoking, including counseling, quitlines, and group support. For more information on cessation programs please visit www.uttyler.edu/tobacco-free.

Grade Replacement/Forgiveness and Census Date Policies

Students repeating a course for grade forgiveness (grade replacement) must file a Grade Replacement Contract with the Enrollment Services Center (ADM 230) on or before the Census Date of the semester in which the course will be repeated. (the Census Date is June 6) Grade Replacement Contracts are available in the Enrollment Services Center or at <http://www.uttyler.edu/registrar>. Each semester's Census Date can be found on the Contract itself, on the Academic Calendar, or in the information pamphlets published each semester by the Office of the Registrar.

Failure to file a Grade Replacement Contract will result in both the original and repeated grade being used to calculate your overall grade point average. Undergraduates are eligible to exercise grade replacement for only three course repeats during their career at UT Tyler; graduates are eligible for two grade replacements. Full policy details are printed on each Grade Replacement Contract.

The Census Date (June 6) is the deadline for many forms and enrollment actions of which students need to be aware. These include:

- Submitting Grade Replacement Contracts, Transient Forms, requests to withhold directory information, approvals for taking courses as Audit, Pass/Fail or Credit/No Credit.
- Receiving 100% refunds for partial withdrawals. (There is no refund for these after the Census Date)
- Schedule adjustments (section changes, adding a new class, dropping without a "W" grade)
- Being reinstated or re-enrolled in classes after being dropped for non-payment
- Completing the process for tuition exemptions or waivers through Financial Aid

State-Mandated Course Drop Policy

Texas law prohibits a student who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. This includes courses dropped at another 2-year or 4-year Texas public college or university. For purposes of this rule, a dropped course is any course that is dropped after the census date (See Academic Calendar for the specific date).

Exceptions to the 6-drop rule may be found in the catalog. Petitions or exemptions must be submitted to the Enrollment Services

Center and must be accompanied by documentation of the extenuating circumstance. Please contact the Enrollment Services Center if you have any questions.

Disability/Accessibility Services

In accordance with Section 504 of the Rehabilitation Act, Americans with Disabilities Act (ADA) and the ADA Amendments Act (ADAAA) the University of Texas at Tyler offers accommodations to students with learning, physical and/or psychological disabilities. If you have a disability, including a non-visible diagnosis such as a learning disorder, chronic illness, TBI, PTSD, ADHD, or you have a history of modifications or accommodations in a previous educational environment, you are encouraged to visit <https://hood.accessiblelearning.com/UTTyler> and fill out the New Student application. The Student

Accessibility and Resources

(SAR) office will contact you when your application has been submitted and an appointment with Cynthia Lowery, Assistant Director of Student Services/ADA Coordinator. For more information, including filling out an application for services, please visit the SAR webpage at

<http://www.uttyler.edu/disabilityservices>, the SAR office located in the University Center, # 3150 or call 903.566.7079.

Student Absence Due to Injury/Illness or Death or Major Illness in a Student's Immediate Family

When a student has an injury/illness that is too severe or contagious for the student to attend class or when a student experiences a death or major illness in their immediate family the student may request of an individual instructor that the absence be excused. Medical documentation should be provided by the student. The Dean of Students Office can assist in notifying professors of such illness/injury or family emergency at the request of a student as long as the office is contacted immediately via studentaffairs@uttyler.edu or by phone 903.565.5946. The instructor will review documentation on a case by case basis and allow students to make up missed coursework. Should an instructor(s) deny a request for an injury/illness or family emergency the student can contact the academic chair or dean the course reports to for further review.

Student Absence Due to Religious Observance

Students who anticipate being absent from class due to a religious observance are requested to inform the instructor of such absences by the second class meeting of the semester in writing.

Student Absence for University-Sponsored Events and Activities

If you intend to be absent for a university-sponsored event or activity, you (or the event sponsor) must notify the instructor at least two weeks prior to the date of the planned absence. At that time the instructor will set a date and time when make-up assignments will be completed.

Social Security and FERPA Statement

It is the policy of The University of Texas at Tyler to protect the confidential nature of social security numbers. The University has changed its computer programming so that all students have an identification number. The electronic transmission of grades (e.g., via e-mail) risks violation of the Family Educational Rights and Privacy Act; grades will not be transmitted electronically.

Student Standards of Academic Conduct

Disciplinary proceedings may be initiated against any student who engages in scholastic dishonesty, including, but not limited to, cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts.

i. "Cheating" includes, but is not limited to: copying from another student's test paper; using, during a test, materials not authorized by the person giving the test; failure to comply with instructions given by the person administering the test; possession during a test of materials which are not authorized by the person giving the test, such as class notes or specifically designed "crib notes". The presence of textbooks constitutes a violation if they have been specifically prohibited by the person administering the test; using, buying, stealing, transporting, or soliciting in whole or part the contents of an unadministered test, test key, homework solution, or computer program; collaborating with or seeking aid from another student during a test or other assignment without authority; discussing the contents of an examination with another student who will take the examination; divulging the contents of an examination, for the purpose of preserving questions for use by another, when the instructors has designated that the examination is not to be removed from the examination room or not to be returned or to be kept by the student; substituting for another person, or permitting another person to substitute for oneself to take a course, a test, or any course-related assignment; paying or offering money or other valuable thing to, or coercing another person to obtain an unadministered test, test key, homework solution, or computer program or information about an unadministered test, test key, home solution or computer program; falsifying research data, laboratory reports, and /or other academic work offered for credit; taking, keeping, misplacing, or damaging the property of The University of Texas at Tyler, or of another, if the student knows or reasonably should know that an unfair academic advantage would be gained by such conduct; and misrepresenting facts, including providing false grades or resumes, for the purpose of obtaining an academic or financial benefit or injuring another student academically or financially.

ii. "Plagiarism" includes, but is not limited to, the appropriation, buying, receiving as a gift, or obtaining by any means another's work and the submission of it as one's own academic work offered for credit.

iii. "Collusion" includes, but is not limited to, the unauthorized collaboration with another person in preparing academic assignments offered for credit or collaboration with another person to commit a violation of any section of the rules on scholastic dishonesty.

iv. All written work that is submitted will be subject to review by plagiarism software.

UT Tyler Resources for Students

UT Tyler Writing Center (903.565.5995), writingcenter@uttyler.edu

UT Tyler Tutoring Center (903.565.5964), tutoring@uttyler.edu

The Mathematics Learning Center, RBN 4021, this is the open access computer lab for math students, with tutors on duty to assist students who are enrolled in early-career courses.

UT Tyler Counseling Center (903.566.7254)

Changes to the Syllabus

The above constitute the tentative plan and procedures for this course. Should circumstances necessitate veering from this plans in the judgement of the instructor, a class vote will be held.