

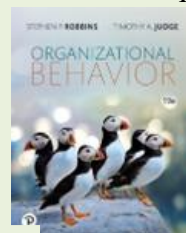


Organizational Behavior
MANA 3315.061 & .062—Fall 2025

INSTRUCTOR: Dr. Marilyn Young

COURSE DESCRIPTION: An understanding and application of individuals and groups in an organizational environment. Topics include critical thinking, interpersonal communication, politics, power, conflict, motivation, leadership, and organizational culture.

REQUIRED TEXT: Organizational Behavior, 19th ed. Or 18th
Stephen P. Robbins and Timothy P. Judge



CLASS MEETING: **MANA 3315.060 and .061--ONLINE**

Assignments and points:

Major Exams	300
Quizzes (4)	20
Assignments (4)	<u>50</u>
Total	370

EVALUATION AND GRADE POLICY

Points	Percent of Total (370)	Grade
333-370	90%	A
296-332	80%	B
259-295	70%	C
222-258	60%	D
< 221	<60%	F

COURSE OBJECTIVES:

1. Understand organizational behavior and its impact on organizational effectiveness.
2. Explain organizational culture and its impact on managing people.
3. Apply and understand methods of conflict resolution.
4. Recognize the role of management in leadership, power, politics, and motivation in organizations.
5. Interpret and analyze leadership theory as related to individual, group, and team behavior.
6. Explain the role of management in change management, diversity, and ethics in decision making.
7. Demonstrate the ability to use interpersonal communication when giving and/or receiving feedback.
8. Discover and evaluate current management theories and practices.

Activities

- Slides (Narrated with sound)
- Assignments (5) –10 pts. each
- Textbook
- Exercises/cases
- Videos/YouTube & others
- 3 Multiple choice exams--100 pts.
- Bonus tests (2)—5 points each
- Quizzes (4 points each)

CONTACT INFORMATION:

WEB SITE:	https://www.marilynyoungphd.com
OFFICE:	Soules College of Business (COB 350.27)
OFFICE HOURS:	Mon., Wed. (12:30-4:00), Tues. (1:00-4:00)
PHONE	(903) 566-7437 will be forwarded to my iPhone.
EMAIL:	myoung@uttyler.edu

Census Date: **Sept. 8** Deadline for all registrations and schedule changes.
Last Day to Withdraw: **Nov. 4**

ASSIGNMENTS: Go to side bar--submit in Canvas



FORMAT on all assignments: (2 points deducted for incorrect format)

1. Microsoft Word.
 2. Title and your name at top.
 3. Single-spaced. Double space between paragraphs—one blank line.
 4. 1" margins--[full justification, right margin aligned/even](#).
 5. 12 pt. Times Roman font.
- Approximately one page.

See Modules/Getting Started **Format Example.doc**

	Points	Due Date
<p>EXAMS Two exams and one final exam (multiple choice 100 pts. each). Exams will be online within a 2-hour time. The test will be on the due date from 8 a.m. until 11:59 p.m. and will be graded and posted immediately. The answers will be available after all students have finished the exam—</p> <p>Respondus Lockdown Browser will be used. Go into Lockdown Browser first. Please install. http://www.respondus.com/lockdown/download.php?id=593832943</p>	300	
4 Quizzes —Each has 5 multiple choice questions--5 points. Multiple attempts.	20	
<p>1. Myers Briggs Analysis:</p> <ol style="list-style-type: none"> a. Take the Myers Briggs Temperament test online. http://www.humanmetrics.com/cgi-win/JTypes2.asp b. Once you have your four top letters, i.e. ENTJ (16 possibilities), just key in the 4 letters, search, and read about your personality. Much of the information comes from the book, <i>Please Understand Me</i>, which is at the circulation desk at UT Tyler. See http://keirsev.com/ Artisan (SP) Rational (NT) Idealist (NF) Guardian (SJ) <p>Submit: A one-page summary of your personality/temperament with either agreement/or disagreement See example under Assignments.</p>	10	Sept 9
2 Communication Assignment: Rewrite sentences		Oct. 9
3. AI Assignment: Use AI tools. Summarize the best solution in these situations and submit. Go to Assignments/Canvas. Use ChatGPT, Perplexity.AI, or others.		Nov. 6
<p>4. Book Summary:</p> <p>Submit: After reading a popular, interesting management book, submit to me a short summary of the important ideas you have read. It is not a book review--which sounds like the book cover. See approved books in Canvas/Assignments/Book Summary. If your desired book is not on the list, email me for approval. See example under Assignments</p>	10	Nov. 20
<p>5. Movie and Concepts:</p> <p><i>Analyze any movie containing management concepts/theories. Examples are: Remember the Titans, Apollo 13, or even a Disney movie, i.e. Finding Nemo.</i></p> <p>Submit: A typed summary with 3 (three) concepts (in bold)—Define and discuss the management concept, theory, hypothesis, etc. Examples under Assignments/Movie with Concepts See Discussion on Canvas: management concepts and movie examples.</p>	10	Dec. 2
Total	370	

Week of:	Schedule	Phase 1
Aug. 26	Class Organization and start Chapter 1: What is Management?	
Aug. 28	Chapter 1: What Is Organizational Behavior—History of Management Go to Modules . Functions of Management (Planning, Organizing, Leading, and Controlling)	
Sept. 2	Chapter 2: Diversity, Equity, and Inclusion in Organization—Learning Theory Due: Student Information Form Sept. 2 by 11:59	
Sept. 4	Chapter 3: Job Attitudes	
Sept. 9	Chapter 5: Personality, Individuals Differences Due: Myers Briggs Summary: Sept. 9 by 11:59 p.m.	
Sept. 11	Chapter 6: Perception and Individual Decision Making Quiz 1: Closes: Sept. 26 at 11:59 p.m. <u>multiple attempts</u>. No lockdown browser needed	
Sept. 16	Chapter 7: Motivation Concepts View: Myers Briggs Presentation	
Sept. 18	1st Bonus Test—Closes: Sept. 26 at 11:59 p.m. (5 points multiple choice) Quiz 2: Closes: Sept. 26 at 11:59 p.m. <u>(multiple attempts)</u>. No lockdown browser needed	
Sept. 23	Review	
Sept. 25	Exam (Chapters 1, 2, 3, 5, 6, 7) Open: Sept. 25 at 8 a.m. – Sept. 26 at 11:59 p.m.	
		Phase 2
Sept. 30	Chapter 8: Motivation: From Concept to Applications	
Oct. 2	Chapter 9: Foundations of Group Behavior	
Oct. 7	Chapter 10: Understanding Work Teams	
Oct. 9	Chapter 11: Communication Communication Assignment Due Oct. 9	
Oct. 14	Chapter 12: Leadership Quiz 3: Closes: Oct. 29 at 11:59 p.m. <u>(multiple attempts)</u>. No lockdown browser needed.	
Oct. 16	Chapter 13: Power and Politics 2nd Bonus Test (Multiple choice/fill in the blank) Closes: Oct. 29 at 11:59 p.m.	

Oct. 21	Catchup
Oct. 23	Review
Oct. 28	2nd Exam (Chapters 8, 9, 10, 11, 12, & 13) Open: Oct. 28 at 8 a.m. – Oct. 29 at 11:59 p.m.
Oct. 30	Chapter 4: Emotions and Moods
Phase 3	
Nov. 4	Chapter 14: Conflict & Negotiation
Nov. 6	Chapter 14: Conflict & Negotiation Due: AI Assignment Due Nov. 6
Nov. 11	Chapter 15: Foundations of Organization Structure
Nov. 13	Chapter 15: Foundations of Organizational Structure
Nov. 18	Chapter 16: Organizational Culture and Change
Nov. 20	Chapter 16: Organizational Culture and Change Due: Book Summary: Nov. 20 by 11:59 p.m.
Nov. 24-Nov. 28	<div> <div><i>Happy Thanksgiving</i></div> <div>   </div> </div>
Dec. 2	Chapter 18: Stress & Health in Organizations and Time Management Due: Movie Summary: Dec. 2 by 11:59 p.m.
Dec. 4	Review Quiz 4 Closes Dec. 11 at 11:59 p.m. (multiple attempts). No lockdown browser needed
Tues. Dec 9 (8:00 a.m.) --Thurs. Dec. 11 (11:59 p.m.)	Final Exam (Chapters 4, 14, 15, 16 & 18 and tapes on Study Guide). Skip Ch. 17. The final will be opened 3 days.

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Bonus Points/Extra Credit

1 st Bonus Test	5
2 nd Bonus Test	5
Information Form	<u>2</u>

Total Bonus points (extra credit) = **12 points are possible and** added to your points. You may have unlimited multiple attempts on the 4 quizzes and bonus tests but must be completed by the due date. During the semester, put your points into the **grade calculator on Canvas.**

CORE VALUES of SOULES COLLEGE OF BUSINESS:

Professional Proficiency	Global Awareness
Technological Competence	Social Responsibility
Critical Thinking	Leadership

CLASSROOM POLICIES AND RESPONSIBILITIES

Canvas

- All assignments and tests are on Canvas. It is your responsibility to:
 - Submit (under Assignments (Use Word—and correct format)
 - Check your grades regularly.
 - Use the grade calculator.
- All assignments should be submitted online in **WORD** with [proper format](#).
- See [Modules/Getting Started/Format Example](#).
- Communication will be through:
 - **Announcements**
 - **Discussions**
 - **Virtual Office Hours/Optional**
 - **Email**
 - **Chat**

Assignments

All 4 assignments should be submitted online according to guidelines. You have until 11:59 p.m. on due date. Submissions after the due date will **not** be accepted. Points will be deducted for **incorrect format**. Check your grade and comments under Canvas. **No student will get an A without submitting all 5 assignments.**

Very Important: Put your points into the **grade calculator** under **Modules/Getting Started/Grade Calculator**. *(Do not use Canvas percents as it does not count bonus).*

Make-up Policy

Exams should be taken on dates according to the schedule. If you have an illness or emergency, a makeup exam may be given. Being unprepared or having to work is not an excuse. **If you have an outage problem, let me know immediately to make arrangements before the due date.**

Ethics on Exams

You will take the 3 exams with monitoring. Notes, books, and slides will not be used. Also, you must take the exam **alone**. It would be highly unethical for others to help. Do not copy the exam. Although these resources are available, my advice is to know the material as you are timed for 2 hours. It must be taken during the time it is open. No exceptions unless an emergency with a doctor's note.

You will be monitored by Lockdown Browser + Webcam.

- You may use your textbook and one written page(8.5 x 11) of notes front and back.
- You must take the exam alone in a quiet space with good lighting.
- No breaks are allowed.
- Make sure you're in front of the camera and have a clear picture, or it will alert you, and you must notify me. The room should be light. No dark rooms.
- Do not copy/print/take pictures of the exam.
- Have your photo ID ready.
- Have a full picture the entire time, or your test will be stopped (no masks or hoodies to cover your face)
- No cell phones or earphones.
- You may use your iPad, notebook, or laptop if your eTextbook is installed on it.
- All sessions are recorded, and suspicious behavior will be reviewed.

Videos

- Abilene Paradox
- Change Management
- Conflict Resolution
- Emotional Intelligence
- Evolution of Management
- Gen Y –Millennial Generation
- Generations: MEET for Respect
- Groupthink
- Max and Max
- One Minute Manager
- Organization Structure
- Pygmalion--Self-Fulfilling Prophecy
- Situational Leadership
- SWOT Analysis
- West Point: Leaders of Character
- Who Moved My Cheese?
- Would I Inspire Me

Organizations

- 3M
- Anheuser-Bush
- Apple
- Brookshires Grocery Company
- Coca-Cola
- East Texas Organizations
- Five Guys
- Google
- HEB
- IBM
- John Deere
- Lego
- Pike Place Fish Market--FISH
- Samsung
- SAS
- Southwest Airline—It's So Simple
- Starbucks—Harold Schultz
- Tesla
- Toyota
- Walt Disney World—Culture
- Zappos.com

Technology Support

1. Canvas 24/7 Support Hotline

Go to Canvas, choose Help for a live chat or call (844) 214-6949.

Hours: 24/7

2. UT Tyler ~~Canvas~~—UT Tyler canvas@uttyler.edu

903-566-6200

LIB127: basement of library

Hours: Monday-Friday 8 a.m. to 5 p.m.

3. UT Tyler Technology Support

Live Support: <https://uttyler.service-now.com/sp>

(For Respondus Lockdown Browser, log in, password, etc.)

Click for **Help Now** to join **Zoom:**

HOURS OF OPERATION

MONDAY--FRIDAY 8:00 AM to 5:30 PM

SATURDAY and SUNDAY 12:00 PM to 5:00 PM

Email: itsupport@uttyler.edu

Phone: 903.565.5555

Walk in: **USC 118, Varsity Drive**, by police department. (Tech support)

Hours: Monday-Thursday (8:00 AM – 9:30 PM)

Friday (8:00 AM- 5:30 PM)

Saturday-Sunday (12:00 PM – 7:30 PM)

4. Computers with Respondus Lockdown Browser:

- UT Computer Center..... RBN 3022 (Engineering Building)
- Soules College.....COB 251--When no classes are there.
- Longview Computer Lab
- Palestine Computer Lab
- Houston Computer Lab
- UT Tyler Library

Career Success & Handshake

