Organizational Behavior
MANA 3315. 061—Spring 2026

INSTURUCTOR: Dr. Marilyn Young
COURSE OVERVIEW:
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, 18th or 19th ed.
Stephen P. Robbins and Timothy P. Judge

CLASS MEETING: MANA 3315.061 ONLINE
Assignments and points:

Major Exams	300
Quizzes (4)	20
Assignments (5)	50
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 or receiving feedback.
8. Discover and evaluate current management theories and practices.

TEACHING METHOD

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

CONTACT INFORMATION:

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

Census Date: **January 26**   Deadline for all registrations and schedule changes.
Last Day to Withdraw: **March 30**

	Points	Due Date
==**Summary of ASSIGNMENTS:** Submit in Canvas== ==**FORMAT** on all assignments: (2 points deducted for incorrect format)== • Microsoft Word. • Title and your name at top. • Single-spaced. Double space between paragraphs—one blank line • 1" margins--full justification, right margin aligned/even. • 12 pt. Times Roman font. • Approximately one page. See Modules/Getting Started **Format Example.doc**		
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— **Respondus Lockdown Browser with webcam.** Go into Lockdown Browser first**.** Please install. **http://www.respondus.com/lockdown/download.php?id=593832943**	300	
4 Quizzes —Each has 5 multiple choice questions--5 points. Multiple attempts.	20	

1. Myers Briggs Analysis:
   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 four letters, search,
   c. and read about your personality. Much of the information comes from the book,
   d. Please Understand Me, which is at the circulation desk at UT Tyler.
     See **http://keirsey.com/**
        Artisan (SP)
        Rational (NT)
        Idealist (NF)
        Guardian (SJ)
Submit: A one-page summary of your personality/temperament with either agreement/or disagreement
  See example under Assignments.
	10	**Jan. 27**

2. Communication Assignment: **Rewrite sentences.**	10	**Feb. 26**
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.	10	**April 2**
4. Book Summary: It is not a book review--which sounds like the book cover. Submit: After reading a popular, interesting management or self-help book, submit to me a short summary of the important ideas. Find information to help a manager be more effective and who did not have time to read the book. Use these headings**: Use these headings: Abstract, Advice, and Concept/theories.** See approved books in Canvas/Assignments/Book Summary. See example under Assignments.	10	**April 14**
5. Movie Concepts: Analyze a movie containing management concepts/theories. See approved movies in Canvas in Discussion. **Submit**: A typed summary with 3 (three) concepts (**in bold**)—Define and discuss the management concept, theory, hypothesis, etc. **See Examples** under **Assignments/Movie with Concepts** **See Discussion on Canvas: management concepts and movie examples.**	10	**April 21**
Total	**370**	

Week of:	Schedule Phase 1
Jan. 13	Class Organization and start Chapter 1. Go to Modules
Jan. 15	Chapter 1: What Is Organization Behavior—History of Management Go to **Modules.** Functions of Management (Planning, Organizing, Leading, and Controlling)
Jan. 20 **Jan. 22**	Chapter 2: Diversity, Equity, and Inclusion in Organizations---Learning Theory in Organization **Due: Student Information Form Jan. 20 by 11:59** Chapter 3: Job Attitudes
Jan. 27 **Jan. 29**	Chapter 5: Personality and Individuals Differences, **Due: Myers Briggs Summary: Jan. 27 by 11:59 p.m.** Chapter 6: Perception and Individual Decision Making Quiz 1: **Closes: Feb. 13 at 11:59 p.m. multiple attempts. No lockdown browser.**
Feb. 3 **Feb. 5**	Chapter 7: Motivation Concepts View: Myers Briggs Presentation **1st Bonus Test—Closes: Feb. 13 at 11:59 p.m. (5 points multiple choice)** Quiz 2: **Closes: Feb. 13 at 11:59 p.m. (multiple attempts). No lockdown browser.**
Feb. 10 **Feb. 12**	Review **Exam (Chapters 1, 2, 3, 5, 6, 7) Open: Feb. 12 at 8 a.m. – Feb. 13 at 11:59 p.m.**
	Phase 2
Feb. 17 **Feb. 19**	Chapter 8: Motivation: From Concepts to Applications Chapter 9: Foundations of Group Behavior
Feb. 24 **Feb. 26**	Chapter 10: Understanding Work Teams Chapter 11: Communication **Communication Assignment with Choices Due: Feb. 26**
March 3 **March 5**	Chapter 12: Leadership Quiz 3: **Closes: March 25 at 11:59 p.m. (multiple attempts). No lockdown browser.** Chapter 13: Power and Politics **2nd Bonus Test (Multiple choice/fill in the blank) Closes: March 25 at 11:59 p.m.**

March 9-13	
March 17 **March 19**	Review/Catchup Chapter 4: Emotions and Moods
March 24 **March 26**	**2ⁿᵈ Exam (Chapters 8, 9, 10, 11, 12, & 13)** **Open: March 24 at 8 a.m. – March 25 at 11:59 p.m.** Chapter 4: Emotions and Moods
	Phase 3
March 31 **April 2**	Chapter 14: Conflict & Negotiation Chapter 14: Conflict & Negotiation **Due: AI Analysis of Situations April 2**
April 7 **April 9**	Chapter 15: Foundations of Organization Structure Chapter 15: Foundations of Organizational Structure
April 14 **April 16**	Chapter 16: Organizational Culture and Change **Due: Book Summary: April 14** Chapter 16: Organizational Culture and Change
April 21 **April 23**	Chapter 18: Stress & Health in Organizations and Time Management **Due: Movie Summary: April 21 by 11:59 p.m.** Review Quiz 4 Closes April 30 at 11:59 p.m. (multiple attempts). No lockdown browser needed
Tues. April 28 (8:00 a.m.) -- Thurs. April 30 (11:59 p.m.)	**Final Exam (Chapters 4, 14, 15, 16 & 17 and videos on Study Guide).** The final will be opened 3 days.
May 2 at 1:00	**Commencement/Graduation**

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Bonus Points/Extra Credit

1st Bonus Test	5
2nd Bonus Test	5
Information Form	2

Total Bonus points (extra credit) = **12 points** are possible and added to your total points. You may have unlimited multiple attempts on the four quizzes and two bonus tests, but they must be completed by the due date. During the semester, put points in the grade calculator (Canvas does not include bonus points).

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 on Zoom/Optional**
  - **Email**

Assignments
All five assignments should be submitted online according to guidelines. 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 five assignments.**

Very Important: Key in your points into the grade **calculator** under **Modules/Getting Started/Grade Calculator.**

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 three exams with Respondus Lockdown with Webcam monitoring. The only material used will be one page 8.5 x 11 front and back. Other material including text and slides will not be used. Also, you must take the exam <mark>alone</mark>. It would be highly unethical for others to help. Do not copy the exam. 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.

Go to Module Getting Started, Choose Lockdown with Webcam requirements

- Have your photo ID ready to show. The Webcam should be on throughout the exam.
- Check environment.
- Have a full picture the entire time, or your test will stop (no masks, caps, or hoodies to cover your face)
- You may have one written page (8.5 x 11) of notes front and back. No textbooks.
- You must take the exam alone in a quiet space with good lighting—no dark room.
- No breaks, TV, or other media are allowed. No talking.
- Make sure you are in front of the camera and have a clear picture. It will alert you.
- Do not copy/print/take pictures of the exam.
- No cell phones, iPad, earphones, or other media.
- All sessions are recorded, and suspicious behavior will be reviewed. A zero may be given for violations

Soules College of Business

Vision

The Soules College of Business will be a leader in developing talent which will sustain, grow, and diversify the economy in East Texas and beyond.

Mission

The Soules College of Business pursues excellence in business education by engaging our learners, faculty, industry, and community members. We cultivate and deliver innovative undergraduate and graduate programs to foster the success of our learners and stimulate impactful faculty research. We prepare the next generation of leaders and professionals to pursue career opportunities in East Texas and beyond.

Core Values

We value the role that business plays in recognizing, responding to, and solving societal problems: quality education, gender equality, decent work and economic growth, reduced inequality, and industry, innovation and infrastructure.

We value existing and emerging industry standards and needs that make our learners competitive in the marketplace.

We hold ourselves to the highest ethical standards and responsibly manage the resources of the Soules College of Business

- Understand the management functions of planning, organizing, leading, and controlling.
- Understand organizational culture, structure and design.
- Apply leadership and motivation theories and concepts..
- Communicate effectively both written and verbal and interpersonal skills.
- Understand politics, power, and conflict resolution.
- Apply leadership styles and motivational theories to management situations.
- Recognize and apply ethics in managerial decisions.
- Apply critical thinking to real-life management situations.
- Understand group behavior and participate in a team environment.

Videos

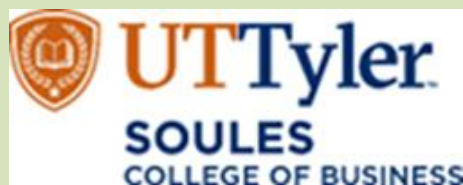|	
- Abilene Paradox - Change Management - Conflict Resolution - Emotional Intelligence - Evolution of Management - Gen Y –Millennial Generation - Generations: MEET for Respect - Groupthink - Max and Max - One Minute Manager - Organization Structure - Pygmalion--Self-Fulfilling Prophecy - Situational Leadership - SWOT Analysis - West Point: Leaders of Character - Who Moved My Cheese? - Would I Inspire Me **East Texas Companies** - Southside Bank - Austin Bank - Cavender's Boot City - Brookshire's	**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

Click for **Career Success & Handshake**

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Technology Support

CANVAS SUPPORT

1. **Canvas 24/7 Support Hotline**—They do not help with Lockdown Browser
   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
Location: LIB127: basement of library   Hours: Monday-Friday 8 a.m. to 5 p.m.

Technology Support

UT Tyler

Live Support: ttps://uttyler.servicenowservices.com/sp
(Basic Respondus Lockdown Browser, log in, password, and other)
Click for Help Now to join **Zoom:**

Zoom Hours:	Monday-Thursday (8:00 AM – 7:30 PM)
	Friday (8:00 AM- 5:30 PM)
	Saturday-Sunday (12:00 PM – 3:30 PM)

Email: itsupport@uttyler.edu   Phone: 903.565.5555
Walk in**:   USC 118, Varsity Dr. (Tech support)**

Computers with Respondus Lockdown Browser:

- UT Computer Center…… RBN 3022 (Engineering Building)
- Soules College…………...COB 251
- UT Tyler Library
- Longview Computer Lab
- Palestine Computer Lab
- Houston Computer Lab

Dr. Marilyn Young