HRD 6330 Organizational Performance and Behavior

Soules College of Business
Department of Human Resource Development
The University of Texas at Tyler

Syllabus

Course: HRD 6330
Title: Organizational Perf and Behavior
Section: 001
Semester: Fall 2018
Class Time: Sat: 1:00pm – 5:00pm
Location: COB0203

Instructor: Judy Y. Sun
Office: COB315.18
Office Hours: 11:00am-2:00pm Tue
Other Availability: By appointment
Phone #: 903-565-5912
Email: jsun@uttyler.edu
Preferred Contact: Email

Course Description:

This course covers the foundations of research and applications of organization performance and behavior. Emphasis is placed on the perspectives, methodology, and theoretical framework for organization performance and behavior, as well as related applications so that the learning participants are well equipped and ready for conducting research in HRD discipline.

Learning Objectives:

The objective of this course is to develop your knowledge in the following areas:

- Develop an understanding of the principles and theoretical foundations of organizational performance improvement;
- Identify and analyze performance problems in an organizational system;
- Choose and evaluate interventions in performance improvement at different levels (individual, team/process and organizational);
- Examine and evaluate existing research and practice in organizational performance and behavior;
- Select appropriate method for conceptualizing emerging issues on organization performance and behavior.
Textbooks, Materials, and Readings:

Textbooks:


Optional textbook:


Supplemental Resource:


The following link may help you start with learning on APA style.

http://www.apastyle.org

Additional readings will be listed below in the syllabus or assigned in Canvas.

Learning Requirement, Rationale, and Assessment Criteria

Students will be evaluated on the basis of the quantity, quality, and timeliness of the following efforts.

1. Attendance and active participation in classes, including all online and classroom discussions and activities.
2. Quality writing assignments
3. Clear and professional class presentations.

A (90-100 %) Excellent work and evidence of achieving each of the learning objectives at an expert level
B (80-89 %) Good work and evidence of achieving each of the learning objectives at a mastery level
C (70-79 %) Average work and evidence of achieving each of the learning objectives at a modest level
D (60-69 %) Poor work and little or no evidence of achieving each of the learning objectives
F (59 % and below) Unacceptable work and no evidence of achieving each of the learning objectives

The total possible points for HRD 6630 are listed below:

1. Critique paper: Critique a journal article in the field of HRD. The critique must be within 5 pages (double space) (20%).
2. Developing a conceptual performance model in a real organization (5 pages, double space with at least 5 references published no earlier than ten years (10%).
3. Blackboard discussion participation (20%)
4. Final research paper (30%)
5. Final presentation (10%)
6. Class attendance and participation (20%)
Total: 100

Assignments must be submitted on the due date scheduled. Late submissions will not be accepted without prior approval. Approved late submissions may result in lower grades.

Date of Final Exam:

Final presentation and Final paper due Saturday, December 8.

Date to Withdraw without Penalty:
Please see UT Tyler policy

Class Calendar/Schedule:

1. 1:00pm to 5:00 pm, September 8,
2. 1:00pm to 5:00 pm, September 29,
3. 1:00pm to 5:00 pm, October 20,
4. 1:00pm to 5:00 pm, November 10,
5. 1:00pm to 5:00 pm, December 8.

Attendance and Make-Up Policy:
Attending all five class sessions is expected and required for successful completion of learning objectives. If absences occur, it is your responsibility to inform the instructor in advance so that adjustments can be made to the instructional activities planned for the class session. You are also responsible for all work that is missed due to absent from any class meeting, or portion of it. Since a portion of your grade is based upon class participation and engagement, it is expected that any missed classes will affect the grade earned for class participation, and will affect the final course grade. Two or more absences from class will result in a grade of F. Please Note: excused absences for religious days, university authorized sports activities, or active military services are permitted according to the policies outlined in the UT Tyler Graduate Handbook.

Class Engagement and Participation

This course is designed as a hybrid format combining face-to-face instructions and online learning through Canvas discussion forum. You are expected to attend all the scheduled classroom sessions, ask questions, and contribute constructively to the entire class. If you miss a session, not only you lose the opportunity to learn, but your classmates will also lose the
opportunity to learn from you. Please also feel free to email me any time if you have learning related issues or questions.

**Policy on Your Cell Phone Use**
Using a cell phone is prohibited during class time. To avoid interruption during the class sessions, please make sure your cell phone is turned off before entering the classroom.

**Writing Style**
All writing assignments are to follow APA style with 1” margins on all sides, double-spaced, 12 font-size Time New Roman, and left justified. Please refer to APA publication manual (6th edits) for details.

**Academic Dishonesty Statement**
Academic dishonesty, such as unauthorized collusion, plagiarism, and cheating, as outlined in the Handbook of Operating Procedures, University of Texas at Tyler, will not be tolerated. University regulations require the instructor to report all suspected cases of academic dishonesty to the Dean of Students for disciplinary action. In the event disciplinary measures are imposed on the student, it becomes part of the students’ official school records. Also, please note that the handbook obligates you to report all observed cases of academic dishonesty to the instructor.

**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/StudentRightsandResponsibilities.html

**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, quit lines, and group support. For more information on cessation programs please visit www.uttyler.edu/tobacco-free.
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 12th day of class (See Schedule of Classes for the specific date).
Exceptions to the 6-drop rule may be found in the catalog. Petitions for exemptions must be submitted to the Registrar's Office and must be accompanied by documentation of the extenuating circumstance. Please contact the Registrar's Office if you have any questions.

Disability Services
In accordance with federal law, a student requesting accommodation must provide documentation of his/her disability to the Disability Support Services counselor. If you have a disability, including a learning disability, for which you request an accommodation, please contact Ida MacDonald in the Disability Support Services office in UC 282, or call (903) 566-7079.

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 of the semester.

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.

Emergency Exits and Evacuation:
Everyone is required to exit the building when a fire alarm goes off. Follow your instructor’s directions regarding the appropriate exit. If you require assistance during an evacuation, inform your instructor in the first week of class. Do Not re-enter the building unless given permission by University Police, Fire department, or Fire Prevention Services.
**Tentative Class Agenda**

09/08/2018: Introduction to organizational performance and behavior; discussion on performance improvement models and perspectives (Van Tiem, Chapter 1-3).

09/29/2018: Identifying research problems in organizational behavior and performance improvement; conceptual models of performance improvement (Van Tiem, Chapter 4-8); Conceptual development in organizational behavior and performance research and practice.

10/20/2018: Intervention selection, implementation and maintenance; Operationalization of the theories in performance improvement (Additional reading).

11/10/2018: Intervention evaluation; Generalization, confirmation and disconfirmation (Additional reading).

12/8/2018: Class presentations and discussion of final paper

(Nota: Instructor reserves the right to revise the schedule.)

**Partial Reading List:**


**A Listing of Potential Publication Outlets**

*Asian Pacific Education Review*
*New Horizons in Adult Education and Human Resource Development*
*Adult Education Quarterly*
*The Canadian Journal of Adult Education Studies*
*The International Journal of Lifelong Education*
*The Journal of Continuing Higher Education*
*The New Zealand Journal of Adult Learning*
*The Pennsylvania Association for Adult and Continuing Education (PAACE) Journal of Lifelong*

*Human Resource Development Quarterly*
*Human Resource Development International*
*Human Resource Development Review*
*Advances in Developing Human Resources Performance Improvement Quarterly*
*The Academy of Management Review*
*The Academy of Management Journal*
*The Academy of Management Executive*
*The Academy of Management Learning and Education Strategic Management Journal*
*Asia Pacific Journal of Management*
*Leadership Quarterly*
*Human Resource Management Review*
*Journal of Organizational Behavior*
*Journal of Applied Behavioral Science*
*Journal of Managerial Inquiry*
*Organizational Dynamics*
*International Journal of Human Resource Management International Journal of Manpower*
*Management Learning*
*Harvard Business Review*
*Sloan Management Review*
*California Management Review*
*The Journal of Workplace Learning*
*The International Journal of Training and Development The Journal of Management Development*
*Human Resource Management*
Journal of Management Studies
International Journal of Evidence Based Coaching and Mentoring

NOTE: Other Journals Listed on the College of Business and Technology Website:

http://www.uttyler.edu/cbt/facultydocs.php

[Approved Publication Listing as of August 2016]

*Potential Conference Venues [Some have published Conference Proceedings]:

The Academy of Management (AOM)
The Academy of Human Resource Development (AHRD)
The Society for Advancement of Management (SAM)
The Southern Management Association (SMA)
The Society for Advancement of Management (SAM)
The Adult Education Research Conference (AERC)
The Annual Conference on HRD Research and Practice Across Europe [The UFHRD Conference Across Europe]
The AHRD Asian Chapter Conference
Midwest Research to Practice Conference
The American Association for Adult and Continuing Education (AAACE)
Association for Talent Development (ATD) (Formerly The American Society of Training and Development Conference (ASTD)
The International Society of Performance Improvement (ISPI)
The International Conference on Researching Work and Learning Society of Human Resource Management Conference (SHRM) SCUTREA Conference
Transformative Learning Conference (Columbia University)
The Institute of Behavioral and Applied Management (IBAM)