

ORGANIZATIONAL BEHAVIOR

MGT 594

(Fall 2011)

INSTRUCTOR: Dr. James Harbin
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OFFICE HRS: Mon: 10-12, 1:30-3, 5:30-6
Tue: 11-12, 5:30-6
Wed: 10-12
Other times by appointment

PREREQUISITES: None

TEXTBOOK: Fred Luthans, Organizational Behavior, 12th Edition, 2010, McGraw Hill.
Cost: \$98 new from Amazon

ADDITIONAL COURSE REQUIREMENTS: A copy of Microsoft Word or Open Office (Freeware).

COURSE DESCRIPTION:

A study of significant behavioral science research and the practical applications of this research in managing organizations. Primary topics typically include (but not limited to): group dynamics, motivation, organizational development, leadership, decision-making, personal growth, stress, power and politics. Lectures, readings, cases, simulation exercises and role-playing are used.

COURSE OBJECTIVES:

In very general terms, the objectives of this course are to provide a conceptual and empirical understanding of the structure and function of human behavior in organizations. We will explore behavioral influences which affect productivity, organizational effectiveness, and efficiency. We will look at such things as perception, motivation, decision making, leadership, job and organizational design, and group behavior, as well as exploring a variety of other topics as they relate to the administrative process, including organizational power, politics, change, and development.

In a general sense, the goal of this course is both to simplify and to complicate your picture of organizational behavior. To simplify by systematizing and interrelating some basic ideas; and complicate by pointing out the infinite shades of gray and the multitude of interacting variables that can occur in a behaving human organization.

General Course Objectives Include:

1. To be able to demonstrate a greater understanding of group dynamics in order to facilitate task performance.
2. To identify the role of personality and perception in affecting behavior.
3. To critically examine a number of traditional and contemporary approaches to work motivation.
4. To appraise the current state of knowledge with respect to leadership and leader behavior.
5. To recognize the important variables in individual and group decision making and problem solving.
6. To develop a greater self-awareness.
7. To analyze contemporary issues and approaches to organizational change and development.
8. To further develop one's analytical ability and general problem-solving skills.

Specific Course Objectives are found on the first page of each chapter in the text.

Grading:

Exam #1 (Chapter's 1 - 5)	100 Points
Exam #2 (Chapter's 6, 7, 9, 10)	100 " "
Exam #3 (Chapter's 11-14)	100 " "
2 Case Studies (50 each)	100 " "
Total Points	400 Points

Grading scale: A = 90-100%
B = 80-89%
C = 70-79%

Disability Accommodations: Students with disabilities may request reasonable accommodations through the A&M-Texarkana Disability Services Office by calling 903-223-3062.

A&M-Texarkana Email Account: Upon application to Texas A&M University-Texarkana an individual will be assigned an A&M-Texarkana email account. This email account will be used to deliver official university correspondence. Each individual is responsible for information sent and received via the university email account and is expected to check the official A&M-Texarkana email account on a frequent and consistent basis. Faculty and students are required to utilize the university email account when communicating about coursework.

Academic Integrity: Academic honesty is expected of students enrolled in this course. Cheating on examinations, unauthorized collaboration, falsification of research data, plagiarism, and undocumented use of materials from any source constitute academic dishonesty and may be grounds for a grade of "F" in the course and/or disciplinary actions. For additional information, see the university catalog.

Drop Policy: To drop this course after the 12th class day, a student must complete the Drop/Withdrawal Request Form, located on the University website <http://tamut.edu/Registrar/droppingwithdrawing-from-classes.html> or obtained in the Registrar's Office. The student must submit the signed and completed form to the instructor of each course indicated on the form to be dropped for his/her signature. The signature is not an "approval" to drop, but rather confirmation that the student has discussed the drop/withdrawal with the faculty member. The form must be submitted to the Registrar's office for processing in person, email Registrar@tamut.edu, mail (PO Box 5518, Texarkana, TX 75505) or fax (903-223-3140). Drop/withdraw forms missing any of the required information will not be accepted by the Registrar's Office for processing. It is the student's responsibility to ensure that the form is completed properly before submission. If a student stops participating in class (attending and submitting assignments) but does not complete and submit the drop/withdraw form, a final grade based on work completed as outlined in the syllabus will be assigned.

Program Goals: At the completion of your degree TAMU-T graduate students should be proficient in several areas. You can access these goals at: www.tamut.edu/cob.

Announcements & E-mails: It is the student's responsibility to monitor any announcements or e-mails from the instructor. These will normally be transmitted on Mondays and Thursdays, although they might come on additional days.

Submission Format Requirements: All required submissions (case analysis, etc.) should be in an individual Word document file and attached to a transmittal e-mail. The transmittal e-mail must identify the sender and the subject. Example: harbin_james_mgt594Case1.doc

Student Technical Assistance: Solutions to common problems and frequently asked questions for your web-enhanced and online courses are found at this link:

<http://www.tamut.edu/webcourses/index.php?pageid=37>

If you cannot find your resolution there, you can send in a support request detailing your specific problem here: <http://www.tamut.edu/webcourses/gethelp2.php>

Blackboard Helpdesk contacts (Office hours: Monday-Friday, 8AM-5PM):

Kevin Williams (main contact) 903-223-1356 kevin.williams@tamut.edu

Frank Miller (alternate) 903-223-3156 frank.miller@tamut.edu

Nikki Thomson (alternate) 903-223-3083 nikki.thomson@tamut.edu