MGT 6334 Seminar in Organizational Behavior
Fall 2019
Jillian R. Yarbrough

Class Days/Times/Location or Other Format: Online
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Office Hours: Tuesday and Thursday 9AM-2PM
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Social Media: Keep up with the latest happenings of your COB on Facebook and Twitter, connect with us on LinkedIn, and check out COB videos on YouTube.

Terms of Use
A student's continued enrollment in this course signifies acknowledgment of and agreement with the statements, disclaimers, policies, and procedures outlined within this syllabus and elsewhere in the WTClass environment. This Syllabus is a dynamic document. Elements of the course structure (e.g., dates and topics covered, but not policies) may be changed at the discretion of the professor.

WTAMU Paul and Virginia Engler College of Business Mission Statement
The mission of the Paul and Virginia Engler College of Business is to provide high quality undergraduate and graduate business education with a global perspective and ethical awareness. We accomplish this through emphasis on excellence in teaching, which is strengthened by faculty scholarship and supported by professional service.

Learning Objectives of the WTAMU Paul and Virginia Engler College of Business Programs
The Engler College of Business (COB) at West Texas A&M University (WTAMU) seeks to prepare students in the Bachelor of Business Administration (BBA), Master of Business Administration (MBA), Master of Professional Accounting (MPA), and the Master of Science, Finance and Economics (MSFE) degree programs for careers in business and to foster their professional growth and advancement via key learning goals and objectives.

The learning objectives of the Paul and Virginia Engler College of Business are as follows:
- Leadership
- Communication
- Critical Thinking
- Business Integration
- Core Business Knowledge
- Global Business Environment
- Business Ethics and Corporate Governance

Course Description
Overview of existing research, theories, models explaining individual and group behavior and detailed analysis of organizational dynamics. Foundational knowledge will be offered in organizational behavior, leadership, motivation, decision-making, team dynamics, organizational culture, influence and persuasion.
Course Objectives
Upon completion of this course, students should achieve the following learning objectives:

• Define organizational behavior principles.
• Analyze how organizational behavior principles influence action in the workplace.
• Explain how individual group behaviors such as personality, values and perceptions influence workplace activities.
• Explain how group behaviors such as communication, leadership, power, politics, conflict, influence and negotiation influence workplace activities.
• Outline elements of group behavior as identified in theory and contemporary management.
• Recognize the management style as it relates to organizational effectiveness and efficiency.

Map from COB Learning Objectives to Specific Course Objectives
1. Map from COB Learning Objectives to Specific Course Objectives The College of Business Learning Goals are related to the course objectives for MGT 6334, as follows:
2. • Professional Communication: Students will demonstrate competencies in professional writing through a variety of assignments including discussion boards and case analyses.
3. • Leadership: Students will develop an understanding of leadership in the organizational setting through consideration of leadership-related readings and a leadership-specific discussion board.
4. Business Environment: Students will demonstrate an ability to consider a variety of stakeholders within the business environment through case analyses and discussion boards.
5. • Business Integration: Students will demonstrate their knowledge of business practices and the ability to analyze these practices through case analyses and discussion boards.

Required Course Materials (Text, calculator, etc.)
The following texts are required for the course:
3. Intellectual Ambition at Harvard Business School: Elton Mayo and Fritz Roethlisberger CASE STUDY Jan Ravkin and Amram Migdal (Order the case study from HBR.org)

Recommended Course Material

(Electronic book available at www.greatriverlearning.com)
Course Grading Policies

Final grades will be determined by the following assignments:

<table>
<thead>
<tr>
<th>Category</th>
<th>Quantity</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Assessment</td>
<td>2@150 points</td>
<td>300 points</td>
</tr>
<tr>
<td>Case Study Analysis</td>
<td>1</td>
<td>200 points</td>
</tr>
<tr>
<td>Workplace Application Plan</td>
<td>1</td>
<td>200 points</td>
</tr>
<tr>
<td>Mid-term</td>
<td>1</td>
<td>150 points</td>
</tr>
<tr>
<td>Final Exam</td>
<td>1</td>
<td>150 points</td>
</tr>
<tr>
<td><strong>Total Points</strong></td>
<td></td>
<td><strong>1000 points</strong></td>
</tr>
</tbody>
</table>

This grade will NOT be curved at the end of the semester or at any other time. The grade you receive will be the direct result of your efforts in this course.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Total Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>900-1000</td>
</tr>
<tr>
<td>B</td>
<td>800-899</td>
</tr>
<tr>
<td>C</td>
<td>700-799</td>
</tr>
<tr>
<td>D</td>
<td>600-699</td>
</tr>
<tr>
<td>F</td>
<td>0-599</td>
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</tbody>
</table>

Course Assignment, Examination, and or Project Policies

**Individual Assessment**
The purpose of the Individual Application Assessment is to demonstrate understanding and application of course material and communication skills. Students may react to class discussions, class readings and workplace events. From reflection, students will develop unique assumptions and conclusions. Master of these skills will be assessed. Further information will be included in the WTClass-Blackboard.

**Case Study Analysis**
Student will write a 5 page analysis of a case study. The case study will allow for reflective application of course content in a real world setting. Students will be asked to apply theory, analysis and strategy to provide a unique solution to an organizational behavior workplace issue.

**Workplace Application Plan**
The purpose of the Workplace Application Assessment is to demonstrate understanding and application of course material and communication skills. From reflection, the case study, the Individual Application Assessment, students will develop a workplace application plan. This plan will be uniquely developed but immediately applicable. Mastery of these skills will be assessed. Further information will be included in the WTClass-Blackboard.
Mid-Term
This exam will test student understanding of core course concepts and theories discussed from the beginning of the course to the mid-point. The exam will consist of short essay questions and assess student’s ability to apply course information in work settings.

Final Exam
This comprehensive final exam will test student understanding of core course concepts and theories. The exam will consist of short essay questions and assess student’s ability to apply course information in work settings.

Course Topics - Tentative Calendar of Readings, Topics, and Due Dates
The course schedule is subject to change (if necessary). In this case, you will be notified by an announcement in the WTClass-Blackboard and/or by e-mail. All readings should be completed by the date they are listed.

<table>
<thead>
<tr>
<th>Week</th>
<th>Assignments</th>
<th>Assignment Due Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Pink: CH 1 and CH 2 Motivating The Self and Others (Optional Reading Yarbrough: CH 1 and CH 2)</td>
<td>Due by 11:59 pm Sept 1, 2019</td>
</tr>
<tr>
<td>2</td>
<td>Pink: CH 3 Motivation Types and Attitudes (Optional Reading Yarbrough: CH 3)</td>
<td>Due by 11:59 pm Sept 8, 2019</td>
</tr>
<tr>
<td>3</td>
<td>Pink: CH 4 Autonomy and Values (Optional Reading Yarbrough: CH 4) <strong>Individual Assessment Application #1:</strong> from the Assignments Folder, Due by Sept 15, 2019.</td>
<td>Due by 11:59 pm Sept 15, 2019</td>
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<tr>
<td>4</td>
<td>Pink: CH 5 Mastery and Communication (Optional Reading Yarbrough: CH 5)</td>
<td>Due by 11:59 Sept 22, 2019</td>
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<tr>
<td>5</td>
<td>Pink: CH 6 Purpose and Motivation (Optional Reading Yarbrough: CH 6)</td>
<td>Due by 11:59 pm Sept 29, 2019.</td>
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<tr>
<td>6</td>
<td>Grant: CH 1 and 2 Giving, Taking, Team Development (Optional Reading Yarbrough: CH 7) <strong>Case Study Analysis:</strong> from the Assignments Folder, Due by Oct. 6, 2019.</td>
<td>Due by 11:59 pm Oct 6, 2019.</td>
</tr>
<tr>
<td>7</td>
<td>Grant: CH 3 and 4 Collaboration and Chaos (Optional Reading Yarbrough: CH 8)</td>
<td>Due by 11:59 pm Oct 13, 2019.</td>
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<tr>
<td>8</td>
<td>Grant: CH 5 Powerless Communication and Conflict Management (Optional Reading Yarbrough: CH 9) <strong>Mid-Term Opens October 14 at 5pm and closes October 20 at midnight.</strong></td>
<td>Due by 11:59 pm Oct 14, 2019.</td>
</tr>
<tr>
<td>10</td>
<td>Grant: CH 7 Burnout and Activiting Stakeholders (Optional Reading Yarbrough: CH 11) <strong>Individual Assessment Application #2:</strong> from the Assignments Folder, Due by Nov 3, 2019.</td>
<td>Due by 11:59 Nov 3, 2019.</td>
</tr>
<tr>
<td>11</td>
<td>Grant: CH 8 Catalyst and Change (Optional Reading Yarbrough: CH 12)</td>
<td>Due by 11:59 pm Nov 10, 2019.</td>
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<tr>
<td>12</td>
<td>Grant: CH 9 Planning for Sustainability</td>
<td>Due by 11:59 pm Nov 17, 2019.</td>
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Additional Course Policies

Reading: This is a reading intensive course. Remain current with the schedule. Use active reading skills like taking notes, reflection and immediate application.

Discussion Board Decorum: In the course, please have an open mind and maintain constructive comments on the discussion board. There will be different perspectives and different viewpoints shared throughout our class discussions. It is okay to constructively disagree. But, all classmates are entitled to their ideas and all classmates deserve respect on the discussion board.

Late Policy: LATE WORK WILL NOT BE ACCEPTED. It is crucial that you keep up with the assignments every week in order to avoid getting behind in the class. The due date for each assignment is clearly communicated on the syllabus and will be strictly upheld. The professor reserves the right to make changes to the due dates as needed.

Make-up Policy: Assignments can ONLY be make-up in the cases of a documented medical emergency, religious holiday, or a university-sponsored event; PROPER DOCUMENTATION IS REQUIRED IN THESE CASES. Once proper documentation is provided by the student, the professor will then make arrangements with the student for make-up work. Make-up assignments should be uploaded to the make-up assignment drop box in WTClass-Blackboard.

Turning in Assignments: All assignments should be submitted in the format indicated by the instructions on WTClass-Blackboard. DO NOT submit assignments via e-mail unless instructed by the professor to do so.

Professor Availability: The professor will try to respond to e-mails and calls within 24-48 hours Monday-Friday. There may be exceptions to this policy depending on circumstances and schedules.

WTAMU Paul and Virginia Engler COB Student Code of Ethics

Each student enrolled in COB courses accepts personal responsibility to uphold and defend academic integrity and to promote an atmosphere in which all individuals may flourish. The COB Student Code of Ethics strives to set a standard of honest behavior that reflects well on students, the COB and West Texas A&M University. All students enrolled in business courses are expected to follow the explicit behaviors detailed in the Student Code of Ethics.

Code of Ethics

- Do not use notes, texts, solution manuals, or other aids for a quiz or exam without instructor authorization.
- Do not copy the work of others and/or allow others to view your answers or copy your work during a quiz, exam, or on homework assignments.
• Do not allow other parties to assist in the completion of your quiz, exam, homework, paper, or project when not permitted.
• Do not work with other students on projects or assignments without authorization from the course instructor.
• Properly cite and specifically credit the source of text, graphic, and web materials in papers, projects, or other assignments.
• Do not forge the signature of an instructor, advisor, dean, or another student.
• Provide truthful information for class absences when asking faculty for excused absences or for a make-up for a quiz, exam, or homework.
• Provide truthful information on your resume including work history, academic performance, leadership activities, and membership in student organizations.
• Respect the property, personal rights, and learning environment of all members of the academic community.
• Live up to the highest ethical standards in all academic and professional endeavors.

Students violating the Student Code of Ethics will be reported to the Dean’s office and are subject to penalties described in the West Texas A&M University Code of Student Life, which may include suspension from the University. In addition, a violator of the Student Code of Ethics may become ineligible for participation in student organizations sponsored by the COB and for recognition for College academic honors, awards, and scholarships.

COB Student Resources Link
The COB has developed a Student Resources repository (e.g., APA writing style information, business core reviews, facilities, and other helpful supplements), which can be found on the COB Website. Additionally, WTAMU has developed an Academic Study Skills information site to assist students (e.g., study habits, supplemental instruction, tutoring, writing and math skills), which can be found on the WTAMU Website. For WTAMU Writing Center information (for students needing writing assistance, guidance, and feedback), please visit their website.

COB Communications Component
Students earning a BBA degree must complete at least one course with a communications component as part of the business core requirements. The COB communications component is a requirement in the following courses: ACCT 4373 (Accounting Communications), BUSI 1304 (Business Communication), BUSI 3320 (Digital Collaboration and Communication), BUSI 4333 (Cross-Cultural Issues in Business Communications), BUSI 4350 (Current Issues in Management Communications), BUSI 4375 (Healthcare Communication), BUSI 4380 (Conflict Resolution and Negotiation), BUSI 4382 (Emerging Media Law), CIDM 3320 (Digital Collaboration and Communication), ECON 4370 (Economics of Health Care), FIN 3350 (Personal Financial Planning), FIN 4320 (Investments), FIN 4321 (Portfolio Theory), MGT 3335 (Organizational Behavior), MGT 4380 (Conflict Resolution and Negotiation), or MKT 3342 (Consumer Behavior).

Students in a communications component course are explicitly required to demonstrate knowledge of communication skills. Specific objectives may include but are not limited to the following concepts put forth by the National Business Education Association: (1) ability to organize a written and an oral message
coherently and effectively, (2) ability to use technology for communication, (3) ability to research a topic, prepare a report, and present the findings to all organizational levels, and (4) ability to demonstrate critical-thinking skills. Specific course requirements and the role of the communications component with respect to student grading policy are at the discretion of the course instructor of record.

**Student Travel Opportunities**
In multiple business courses, there may be opportunities for student travel supplemented by student fees. If you have an interest in such opportunities as they become available, please notify a faculty member.

**Dropping/Repeating the Course**
Should a student decide to drop the course, it is the student’s responsibility to be aware of the final drop dates and adhere to the WTAMU Add/Drop policy. Any student participating in the course after the WTAMU posted drop date will be considered active and a grade will be administered at the end of the course for that student. Students are charged a fee for any course attempted for a third or subsequent time at WTAMU other than a non-degree credit developmental course or exempted courses.

**Scholastic Dishonesty**
It is the responsibility of students and instructors to help maintain scholastic integrity at the University by refusing to participate in or tolerate scholastic dishonesty. Commission of any of the following acts shall constitute scholastic dishonesty. This listing is not exclusive of any other acts that may reasonably be said to constitute scholastic dishonesty: acquiring or providing information for any assigned work or examination from any unauthorized source; informing any person or persons of the contents of any examination prior to the time the examination is given in subsequent sections of the course or as a makeup; plagiarism; submission of a paper or project that is substantially the same for two courses unless expressly authorized by the instructor to do so; submission of a paper or project prepared by another student as your own. You are responsible for being familiar with the University’s Academic Integrity Code, as well as the COB Student Code of Ethics listed in this document.

**Academic Integrity**
All work must be completed individually unless otherwise stated. Commission of any of the following acts shall constitute scholastic dishonesty: acquiring or providing information for any assigned work or examination from any unauthorized source; informing any person or persons of the contents of any examination prior to the time the exam is given in any subsequent sections of the course or as a makeup; plagiarism; submission of a paper or project that is substantially the same for two courses unless expressly authorized by the instructor to do so. For more information, see the [Code of Student Life](#).

**Viewpoints/External Websites Disclaimer**
The views expressed in this document, web-based course materials, and/or classroom presentations and discussions are those of the professor and do not necessarily represent the views of West Texas A&M University, its faculty and staff, or its students. Views expressed by students are likewise those of the person making such statements. It is understood and expected that each individual within this course will respect and allow individual difference of opinion.
Neither the professor, the COB, nor WTAMU are responsible for the content of external websites discussed in the classroom and/or linked to via online course materials, emails, message boards, or other means. Referred websites are for illustrative purposes only, and are neither warranted nor endorsed by the professor, COB, or WTAMU. Web pages change frequently, as does domain name ownership. While every effort is made to ensure proper referencing, it is possible that students may on occasion find materials to be objectionable for reasons beyond our control.

Acceptable Student Behavior
Classroom behavior should not interfere with the instructor’s ability to conduct the class or the ability of other students to learn from the instructional program (Code of Student Life). Unacceptable or disruptive behavior will not be tolerated. Students engaging in unacceptable behavior may be instructed to leave the classroom. Inappropriate behavior may result in disciplinary action or referral to the University’s Behavioral Intervention Team. This prohibition applies to all instructional forums, including electronic, classroom, labs, discussion groups, field trips, etc.

Technology Requirements
All technological requirements for the successful completion of this course are the responsibility of the student, including access to a working computer and or to a device with secure broadband Internet connection, data storage and retrieval, and state-of-the-art security. The student is responsible for all technological problems not related to WTAMU, including but not limited to equipment failures, power outages, and Internet breakdowns. Furthermore, students are responsible for all necessary technical and operational skills for completing this course, and for being familiar with WTCIass (the Blackboard Learning System) both in a general sense and in a specific sense as pertaining to this course and any materials stored within. The professor is not responsible for any technical matters related to WTCIass. Students must contact WTCIass if they have problems accessing and/or using the WTCIass environment.

Physical or Educational Access - ADA Statement
West Texas A&M University seeks to provide reasonable accommodations for all qualified persons with disabilities. This University will adhere to all applicable federal, state, and local laws, regulations, and guidelines with respect to providing reasonable accommodations as required to afford equal educational opportunity. It is the student’s responsibility to register with Student Disability Services (SDS) and to contact faculty members in a timely fashion to arrange for suitable accommodations. Contact Information: Student Success Center, CC 106; phone 806-651-2335.

Title IX Statement
West Texas A&M University is committed to providing a learning, working, and living environment that promotes personal integrity, civility, and mutual respect in an environment free of sexual misconduct and discrimination. Title IX makes it clear that violence and harassment based on sex and gender are Civil Rights offenses subject to the same kinds of accountability and the same kinds of support applied to offenses against other protected categories such as race, national origin, etc. Harassment is not acceptable. If you or someone you know has been harassed or assaulted, you can find the appropriate resources here:
• WTAMU Title IX Coordinator Becky Lopez – Kilgore Research Center 147, or call 806.651.3199
• WTAMU Counseling Services – Classroom Center 116, or call 806.651.2340
• WTAMU Police Department – 806.651.2300, or dial 911
• 24-hour Crisis Hotline – 800.273.8255, or 806.359.6699, or 800.692.4039
• Visit the Notalone website
For more information, see the Code of Student Life.

WT Attendance Policy for Core Curriculum Classes
For the purposes of learning assessment and strategic planning, all students enrolled in Core Curriculum or developmental courses at West Texas A&M University must swipe their Buff Gold cards through the card reader installed in the classroom/lab for each class/lab meeting.

Evacuation Statement
If you receive notice to evacuate the building, please evacuate promptly but in an orderly manner. Evacuation routes are posted in various locations indicating all exits, outside assemble area, location of fire extinguishers, fire alarm pull stations and emergency telephone numbers (651.5000 or 911). In the event an evacuation is necessary; evacuate immediately do not use elevators; take all personal belongings with you; report to outside assembly area and wait for further information; students needing assistance in the evacuation process should bring this to the attention of the instructor at the beginning of the semester.

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* Syllabus template approved by COB Curriculum Committee May 2018. Annual review of the syllabus is a formal part of the COB continuous improvement process.