Syllabus

Fermanian School of Business

BUS/LDR 6010 Organizational Behavior

3 units

Spring 2023

Meeting days: Tuesday	**Instructor:** Dr. Randy Waynick
Meeting times: 5:30pm-8:15pm	**Phone:** 612-910-9353
Meeting location: Mission Valley	**E-mail:** rwaynick@pointloma.edu
Additional info:	**Office hours:** 30 minutes before and after class or by appointment as requested
Final Exam: May 2nd	**Additional info:**

PLNU Mission

To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service becomes an expression of faith. Being of Wesleyan heritage, we aspire to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

Fermanian School of Business Mission Statement

Character – Professionalism – Excellence – Relationships – Commitment – Innovation

As members of a vital Christian community, we strive to provide high quality business programs that equip students to make a positive impact in their workplace and community by connecting purpose to practice.

COURSE DESCRIPTION

This course addresses organizational behavior and how it is impacted by values, diversity, and technology. Students examine the process through which managers learn to apply concepts from the behavioral sciences to observe, understand, and influence behavior in the workplace. Concepts such as motivation, leadership, and application of techniques for individual and organizational growth and decision-making in a global environment are discussed.

COURSE LEARNING OUTCOMES (CLO)

The following student learning outcomes will be achieved by this course:

1. Exhibit an understanding of organizational behavior concepts and theories (PLO 1).
2. Assess corporate culture across various organizational contexts (PLO 3).
3. Propose recommendations to address organizational issues considering organizational behavior concepts, models and theories (PLO 3 & A1).
4. Present recommendations to assess organizational issues using effective written communication (PLO 6).
5. Identify key elements of teamwork and apply the elements in a team setting (PLO 7).

COURSE CREDIT HOUR INFORMATION

In the interest of providing sufficient time to accomplish the stated Course Learning Outcomes, this class meets the PLNU credit hour policy for a 3 unit class delivered over 16 weeks. Specific details about how the class meets the credit hour requirement can be provided upon request.

Assignments & Activities	Course Hours
Weekly Synchronous lecture-discussion, (15)	15
Weekly Group meeting (15)	30
Book Review (1)	12
Weekly Reading (15 x 1 chapter). Video's	30
Final Assessment Paper	10
Final Exam/Paper (7 pages)	30

REQUIRED TEXTS

Neck, C.P., Houghton, J.D., and Murray, E.L. (2017). *Organizational Behavior: A critical-thinking approach*. SAGE Publications, Los Angeles, CA
ISBN 9781506314402

Daugherty, Paul., Wilson, James. (2018). Human + Machine. ISBN 9781633693869

NOTE: Students are responsible to have the required textbooks prior to the first day of class. Students are also encouraged to begin reading the books in preparation for the class as soon as possible.

ASSESSMENT AND GRADING

It is important to read the comments posted in the Grades as these comments are intended to help you improve your work. Final grades will be posted within one week of the end of the class. Grades will be based on the following:

Deliverables for this course

An understanding of organizations and future issue impacting structure, individuals, and groups.

There will be weekly assignments in Canvas for reading and discussion. These must be done on time and with well-developed and material supported responses. Additionally, you will be required to submit essay responses throughout the course to gage learning and application of the key concepts. We will be working with two key text and many supplemental articles or library resources. You will be required to supplement your responses and discussion with current article related to the topic being studied. We will be reading one chapter a week in the text.

Finally, there are a number of videos to watch and comment on in Discussion Boards. These videos are intended to help you to really think through the material of OB and to ask you to consider, perhaps, a different perspective.

Grading Points

Course Assignments:	
Student engagement, contribution, attendance in weekly video classroom, discussions boards, team assignments (20 points per week)	300
Weekly Group Discussion/Paper (20 points per week)	300
Book Review	100
Case Study Comprehensive Paper	100
Final Exam/Paper	100
Evaluations	100
TOTAL COURSE ASSIGNMENTS:	*1000*

Standard Grade Scale Based on Percentage of Points Earned				
A	**B**	**C**	**D**	**F**
A 950-1,000	B+ 870-899	C+ 770-799	D+ 690-699	F Less than 650
A- 900-949	B 830-869	C 730-769	D 670-689	

	B- 800-829	C- 700-729	D- 650-669	

Grade Scale

INCOMPLETES AND LATE ASSIGNMENTS

All assignments are to be submitted/turned in by the beginning of the class session when they are due—including assignments posted in Canvas. Incompletes will only be assigned under extremely unusual circumstances.

All assignments are to be submitted by the due dates posted. It is highly unlikely that I will accept any late assignments. Please monitor the dates closely. You should verify assignments in the syllabus and in the Canvas module. The "To Do" list on your canvas dashboard may not be correct. Work in the "Modules" If missing assignments result in your failure to meet learning outcomes, you may receive a letter grade reduction on the final grade in addition to the loss of points for missing work.

In our Canvas discussions, late submission may impact your fellow students who will not have the opportunity to respond to your comments. It also impedes the benefit to you by limiting academic interaction with other students. If you know you will be away on the day your assignment is due, you are required to post your work before you the due date.

Assignments will be considered late if posted after midnight Pacific Standard Time on the day they are due.

SPIRITUAL CARE

PLNU strives to be a place where you grow as a whole person. To this end, we provide resources for our graduate students to encounter God and grow in their Christian faith. At the Mission Valley (MV) campus we have an onsite chaplain, Rev. Gordon Wong, who is available during class break times across the week. If you have questions for, desire to meet or share a prayer request with Rev. Wong you can contact him directly at mvchaplain@pointloma.edu or gordonwong@pointloma.edu. Rev. Wong's cell number is 808-429-1129 if you need a more immediate response.

In addition, on the MV campus there is a prayer chapel on the third floor which is open for use as a space set apart for quiet reflection and prayer.

STATE AUTHORIZATION

State authorization is a formal determination by a state that Point Loma Nazarene University is approved to conduct activities regulated by that state. In certain states outside California, Point Loma Nazarene University is not authorized to enroll online (distance education) students. If a student moves to another state after admission to the program and/or enrollment in an online course, continuation within the program and/or course will depend on whether Point Loma

Nazarene University is authorized to offer distance education courses in that state. It is the student's responsibility to notify the institution of any change in his or her physical location. Refer to the map on State Authorization to view which states allow online (distance education) outside of California.

PLNU COPYRIGHT POLICY

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law.

PLNU ACADEMIC HONESTY POLICY

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or concepts as one's own when in reality they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been detected may assign a failing grade for that assignment or examination, or, depending on the seriousness of the offense, for the course. Faculty should follow and students may appeal using the procedure in the university Catalog. See the Academic Honesty Policy in the Graduate and Professional Studies Catalog for definitions of kinds of academic dishonesty and for further policy information.

PLNU ACADEMIC ACCOMMODATIONS POLICY

PLNU is committed to providing equal opportunity for participation in all its programs, services, and activities. Students with disabilities may request course-related accommodations by contacting the Educational Access Center (EAC), located in the Bond Academic Center (EAC@pointloma.edu or 619-849-2486). Once a student's eligibility for an accommodation has been determined, the EAC will issue an academic accommodation plan ("AP") to all faculty who teach courses in which the student is enrolled each semester.

PLNU highly recommends that students speak with their professors during the first two weeks of each semester/term about the implementation of their AP in that particular course and/or if they do not wish to utilize some or all of the elements of their AP in that course.

Students who need accommodations for a disability should contact the EAC as early as possible (i.e., ideally before the beginning of the semester) to assure appropriate accommodations can be provided. It is the student's responsibility to make the first contact with the EAC.

SEXUAL MISCONDUCT AND DISCRIMINATION

Point Loma Nazarene University faculty are committed to helping create a safe learning environment for all students. If you (or someone you know) have experienced any form of sexual discrimination or misconduct, including sexual assault, dating or domestic violence, or stalking, know that help and support are available through the Title IX Office at pointloma.edu/Title-IX. Please be aware that under Title IX of the Education Amendments of 1972, it is required to disclose information about such misconduct to the Title IX Office.

If you wish to speak to a confidential employee who does not have this reporting responsibility, you can contact Counseling Services at counselingservices@pointloma.edu or find a list of campus pastors at pointloma.edu/title-ix

COURSE MODALITY DEFINITIONS

1. In-Person: Course meetings are face-to-face with no more than 25% online delivery.

2. Online: Coursework is completed 100% online and asynchronously.

3. Online Synchronous: Coursework is completed 100% online with required weekly online class meetings.

4. Hybrid: Courses that meet face-to-face with required online components.

PLNU ATTENDANCE AND PARTICIPATION POLICY

Face-to-Face MBA Courses:

Regular and punctual attendance at all classes is considered essential to optimum academic achievement. If the student is absent from more than 10 percent of class meetings, the faculty member can file a written report which may result in de-enrollment. If the absences exceed 20 percent, the student may be de-enrolled without notice until the university drop date or, after that date, receive the appropriate grade for their work and participation. See Academic Policies in the Graduate and Professional Studies Catalog for additional detail.

A student who is late/tardy more than 5 minutes on 3 occasions will be counted with 1 absence. Professional respect for the students and faculty is required and class will begin at the posted time. Late arrival is disrupting to others.

There will be no zoom options provided to students not attending. Any absences will count towards the university 10-20% policy.

Asynchronous Attendance/Participation Definition

A day of attendance in asynchronous content is determined as contributing a substantive note, assignment, discussion, or submission by the posted due date. Failure to meet these standards will result in an absence for that day. Instructors will determine how many asynchronous attendance days are required each week.

Students taking blended courses lasting over 14 weeks are expected to attend each week of the course. Attendance is defined as logging into the course each calendar week to check on updates and announcements. In addition, students must participate in the academic graded activities during the calendar week the assignments/activities are due. Students must also attend all scheduled face-to-face meetings. Students who do not attend at least once in any given calendar week will be issued an attendance warning. Students who do not attend at least once in any two consecutive weeks in the online will be dropped from the course retroactive to the last date of recorded attendance.

Students who anticipate being absent for an entire week of a course should contact the instructor in advance for approval and make arrangements to complete the required coursework and/or alternative assignments assigned at the discretion of the instructor.

USE OF TECHNOLOGY

In order to be successful in your course, you'll need to meet the minimum technology and system requirements; please refer to the *Technology and System Requirements* information. Additionally, students are required to have headphone speakers, microphone, or webcams compatible with their computer available to use for any online or hybrid classes. Please note that any course with online proctored exams require a computer with a camera (tablets are not compatible) to complete exams online.

Problems with technology do not relieve you of the responsibility of participating, turning in your assignments, or completing your class work.

FINAL EXAMINATION POLICY

Successful completion of this class requires taking the final examination **on its scheduled day**. No requests for early examinations or alternative days will be approved.

COURSE ASSIGNMENTS AT-A-GLANCE

1. **Reading/Lecture Notes**
   Students are expected to complete the assigned reading as early in the week as possible so that the reading can inform the student's contribution to the course.

2. **Weekly Assignments**
   Each weekly module contains assignments to be submitted through Canvas. Each assignment requires a submission that addresses the issues presented for review and explanation. A thorough exploration of relevant material from the readings and resources is required. The student will be asked to make determinations and suggestions for future organizations. Additional resources may be required from the student's research. There will be one individual and one team assignment.

3. **Weekly Engagement**
   Each weekly module contains weekly engagement activities consisting of discussions. Engagement provides a place for you to share with and from the learning community (your peers) in a collaborative place. There will be individual and group opportunities for engagement.

4. **Book Review**

   During the course of this class, we will be reading a book forecasting the future of organizations. The student will be submitting a book review in the fourth week of class. The review should include a summary of the book and then an extension or application of the ideas in the applied environment of work. Additional format and style details will be provided.

5. **Final Project Paper**
   At the end of the course the student will be required to submit a "Final" paper that outlines the dynamics and elements of organizational structure for the future. This will be the synthesizing of text, supplemental book, videos, and discussions to application to future organizations.

6. **Case Study comprehensive recommendation.**

   You will be asked to provide a detailed paper on a specific case study identifying critical issues related to the field of Organizational Behavior. This should represent a synthesis of the entirety of the course and demonstrating knowledge to apply to a real business scenario. Detailed instruction will be provided in the course and in Canvas.

7. **Academic Honesty Verification**: Be sure to review the Academic Honesty Verification information before taking any quiz or exam. This is something that is included in every class during Week Six. It is included here for your reference.

8. **Mid and End-of-Course Survey**
   Students are required to complete course surveys.

Calendar of Study-Topics

Week	Date	Topic	Reading		
1	09-Jan	OB Overview/Importance	Ch 1	"Light Week"	
2	16-Jan	Diversity	Ch 2		
3	23-Jan	Perception	Ch 3		
4	30-Jan	Emotion/Attitudes	Ch 4		
5	6-Feb	Motivation	Ch 5		
6	13-Feb	Intrinsic/Extrinsic	Ch 6		
7	20-Feb	Teamwork	Ch 7		
8	27-Feb	Innovation	Ch 8		
	6-Mar	Spring Break			
9	13-Mar	Ethics	Ch 9		
10	20-Mar	Communication	Ch 10		
11	27-Mar	Trust	Ch 11		
12	4-Apr	Easter Break			
13	10-Apr	Leadership Perspectives	Ch 12		
14	17-Apr	Power and Politics	Ch 13		
15	24-Apr	Culture-Structure	Ch 14-15		
16	2-May	Final			