

**Fall 2023**

August 28th – Dec 8th

<b>Meeting days:</b> Monday & Wednesday	<b>Instructor:</b> Dr. Randy Waynick
<b>Meeting times:</b> 1:25 – 2:40	<b>Phone:</b> 619-849-3286 (office) 612.910.9353 (cell)
<b>Meeting location:</b> FSB 102	<b>E-mail:</b> rwaynick@pointloma.edu
<b>Final Exam:</b> Dec 11 <sup>th</sup> , 1:30 pm – 4:00pm	<b>Office location and hours:</b> FSB 134. Before and after class or as needed.

## **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 is an expression of faith. Being of Wesleyan heritage, we strive to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

### **Fermanian School of Business Mission**

#### **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 is a study of human behavior in social organizations, with a focus on the environment, structure, and human behavior at the individual, group, and organizational level. Emphasis is on acquiring skills and analytical concepts to improve organizational relationships and effectiveness.

## **COURSE LEARNING OUTCOMES**

In this course, we will examine the various factors that influence the culture of an organization and focus on the importance of utilizing that understanding to build a well-performing organization. You will discern the importance of identifying strategic values and, as servant leaders, set realistic objectives for improving effectiveness as group members.

Upon completion of this course, students will be able to:

1. Identify the key management principles relating to environment, structure and human behavior at the individual, group and organizational levels (PLO 1 & F1).
2. Prepare strategies for improving work performance and organizational effectiveness (PLO 2 & F1).
3. Assess the impact of various organizational structures on corporate culture and behavior (PLO F2).
4. Analyze the ethical impacts when managing people and resources (PLO 4).
5. Collaborate effectively in a team to thoroughly assess an organization and make sound recommendations (PLO 5).
6. Demonstrate effective business communication through written and verbal means (PLO 3).

## REQUIRED TEXTS AND RECOMMENDED STUDY RESOURCES

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1. Nelson, D. L. and Quick, J. C., (2019), ORGB<sup>6</sup>. Organizational Behavior. 6<sup>th</sup> Cengage Learning 4LTR Press. Debra Nelson; James Campbell Quick  
ISBN-10: 1-337-40781-X  
ISBN-13: 978-1-337-40781-6

## ASSESSMENT AND GRADING

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Standard Grade Scale Based on Percentage of Points Earned				
A	B	C	D	F
A 93-100	B+ 87-89	C+ 77-79	D+ 67-69	F ≤ 59
A- 90-92	B 83-86	C 73-76	D 63-66	
	B- 80-82	C- 70-72	D- 60-62	

### *Graded Allocation:*

Graded Event	Points	Notes
Weekly Quiz	240	12 points per week (x) 12
Weekly Discussion Post-Attendance	300	20 points weekly (x) 15
Weekly Group Assignment-Attendance	220	20 points (x) 11
Midterm	75	Material included for weeks 1-7
Final Exam	75	Material included week 8-14
Final Paper	40	Comprehensive

Group Presentation	50	Topic to be assigned. Group defined by instructor.
Total	1,000	

## **INCOMPLETES AND LATE ASSIGNMENTS**

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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.

## **ARTIFICIAL INTELLIGENCE (AI) POLICY**

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You are allowed to use Artificial Intelligence (AI) tools (e.g, ChatGPT, iA Writer, Marmot, Botowski) to generate ideas, but you are not allowed to use AI tools to generate content (text, video, audio, images) that will end up in any work submitted to be graded for this course. If you have any doubts about using AI, please gain permission from the instructor.

## **LANGUAGE AND BELONGING**

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Point Loma Nazarene University faculty are committed to helping create a safe and hospitable learning environment for all students. As Christian scholars we are keenly aware of the power of language and believe in treating others with dignity. As such, it is important that our language be equitable, inclusive, and prejudice free. Inclusive/Bias-free language is the standard outlined by all major academic style guides, including MLA, APA, and Chicago, and it is the expected norm in university-level work. Good writing and speaking do not use unsubstantiated or irrelevant generalizations about personal qualities such as age, disability, economic class, ethnicity, marital status, parentage, political or religious beliefs, race, gender, sex, or sexual orientation. Inclusive language also avoids using stereotypes or terminology that demeans persons or groups based on age, disability, class, ethnicity, gender, race, language, or national origin. Respectful use of language is particularly important when referring to those outside of the religious and lifestyle commitments of those in the PLNU community. By working toward precision and clarity of language, we mark ourselves as serious and respectful scholars, and we model the Christ-like quality of hospitality.

You may report an incident(s) using the [Bias Incident Reporting Form](#).

## **SEXUAL MISCONDUCT AND DISCRIMINATION**

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In support of a safe learning environment, 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 accommodations and resources are available through the Title IX Office at [pointloma.edu/Title-IX](http://pointloma.edu/Title-IX). Please be aware that under Title IX of the Education Amendments of 1972, faculty and staff are 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](mailto:counselingservices@pointloma.edu) or find a list of campus pastors at [pointloma.edu/title-ix](http://pointloma.edu/title-ix).

## **SPIRITUAL CARE**

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Please be aware PLNU strives to be a place where you grow as whole persons. To this end, we provide resources for our students to encounter God and grow in their Christian faith.

If students have questions, a desire to meet with the chaplain or have prayer requests you can contact the Office of Spiritual Life and Formation.

## **PLNU COPYRIGHT POLICY**

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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**

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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 Academic Policies 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](mailto: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.

## **PLNU ATTENDANCE AND PARTICIPATION POLICY**

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Regular and punctual attendance at all class sessions is considered essential to optimum academic achievement. If the student is absent for more than 10 percent of class sessions, the faculty member will issue a written warning of de-enrollment. If the absences exceed 20 percent, the student may be

de-enrolled without notice until the university withdrawal date or, after that date, receive the appropriate grade for their work and participation.

## FINAL EXAMINATION POLICY

Successful completion of this class requires taking the final examination on its scheduled day. The final examination schedule is posted on the [Class Schedules](#) site. If you find yourself scheduled for three (3) or more final examinations on the same day, you are authorized to contact each professor to arrange a different time for one of those exams. However, unless you have three (3) or more exams on the same day, no requests for alternative final examinations will be granted.

## COURSE SCHEDULE AND ASSIGNMENTS

Week	Dates	Topic	Reading	
1	8/28/2023	Intro to OB	ORGB Ch 1	
2	9/4/2023	Challenges	ORGB ch 2	
3	9/11/2023	Individuals	ORGB ch 3	
4	9/18/2023	Ethics	ORGB ch 4	
5	9/25/2023	Motivation	ORGB ch 5	
6	10/2/2023	Communication	ORGB ch 8	
7	10/9/2023	Teams	ORGB ch 9	
8	10/16/2023	Power	ORGB ch 11	
9	10/23/2023	Culture	ORGB ch 16	
10	10/30/2023	Leadership	ORGB ch 12	
11	11/6/2023	Structure	ORGB ch 15	
12	11/13/2023	Decision Making	ORGB ch 10	
13	11/20/2023	Change	ORGB ch 18	
14	11/27/2023	Conflict	ORGB ch 13	
15	12/4/2023	Summary		
16	12/11/2023	Paper		

- **Quizzes.** Each week, students will take a weekly reading quiz based on the textbook to assess their knowledge and comprehension of the current topic. The quiz will be allotted 10 minutes to complete. Quizzes are posted in Canvas and must be completed before class. **There will be no makeup/rescheduled quizzes.** ***Quizzes represent 280 points out of the total 1,000 for the course.***
- **Individual reflection post-Attendance/Participation.** Each week, students will be required to participate in class on the topic being studied that week. A brief post will be required in Canvas to demonstrate learning and participation. The instructor may require additional short reading assignments to help students prepare for in class discussion. Students will compose a response to be discussed in class on Mondays. The submission is due in Canvas by 11:58 pm on Monday evening every week. Through these assignments, students will gain familiarity with a diverse

array of perspectives on the current topic and apply academic study to application. **Individual Reflection represent 300 points out of the total 1,000 for the course.**

- **Small Group Discussions-Attendance/Participation.** Each week, students will participate in an assigned small group in a collaborative discussion on the weekly topic. The instructor may require additional short reading assignments early in the week to help students prepare for in class discussion. In each discussion group students will compose a response to be discussed in class on Wednesday. The group submission is due in Canvas by 11:58 pm on Friday evening every week. Through these discussions, students will gain familiarity with a diverse array of perspectives on the current topic and apply academic study to application. **Small Group discussions represent 220 points out of the total 1,000 for the course.**
- **Group Presentations.** Each student will be assigned to a group that will present a short presentation on a preassigned topic relating to Organizational performance. **Represents 50 points out of the total 1,000 for the course. This assignment may be modified based upon class discussion and direction in first weeks of the course.**
- **Exams.** Students will take both a midterm and final exam in the course. These exams are intended to assess the student's knowledge and comprehension of the critical themes of the course. **Exams represent 150 points out of the total 1,000 for the course.**
- **Final Paper.** Each student will be required to submit a comprehensive paper outlining how this course will help them define, understand, and lead future organizations. Detailed rubric will be supplied, but students must include a minimum of 4 key concepts/theories studied during the course. **Final Paper will be worth up to 40 points of the total 1,000.**
- **Surveys.** Students will respond to mid-course and end-of-course evaluations and sign an academic integrity statement for the course.

WEEK PRESENTED	CLASS CONTENT OR ASSIGNMENT	ASSIGNMENT DUE DATE
Weekly	Quizzes	Monday before class
Weekly	Small Group Discussions-Activity	Friday in Canvas @ 11:58pm
Weekly	Individual Post	Wednesday in Canvas @ 11:59pm
Week 7	Midterm Exam	TBD
Week 16	Final Exam	Dec 11th
Weeks 16	Final Paper	Dec 8th