

# Syllabus



Fermanian School of Business  
BUS 6010 Organizational Behavior  
3 units

## Spring 2024

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

### 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

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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.

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## **COURSE LEARNING OUTCOMES (CLO)**

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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**

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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.

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

## **REQUIRED TEXTS**

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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

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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 gauge 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

<b>Course Assignments:</b>	
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
<b>TOTAL COURSE ASSIGNMENTS:</b>	<b>1000</b>

<b>Standard Grade Scale Based on Percentage of Points Earned</b>				
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>F</b>
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	
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## Grade Scale

### 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.

**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.

### 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.

### CONTENT WARNING

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I acknowledge that each of you comes to PLNU with your own unique life experiences. This contributes to the way you perceive various types of information. In [class name], all of the class content, including that which may be intellectually or emotionally challenging, has been intentionally curated to achieve the learning goals for this course. The decision to include such material is not taken lightly. These topics include [list topics]. If you encounter a topic that is intellectually challenging for you, it can manifest in feelings of discomfort and upset. In response, I encourage you to come talk to me or your friends or family about it. Class topics are discussed for the sole purpose of expanding your intellectual engagement in the area of [subject/major], and I will support you throughout your learning in this course.

### TRIGGER WARNING

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I acknowledge that each of you comes to PLNU with your own unique life experiences. This contributes to the way you perceive several types of information. In [class name], we will cover a variety of topics, some of which you may find triggering. These topics include [list topics]. Each time this topic appears in a reading or unit, it is marked on the syllabus. The experience of being triggered versus intellectually challenged are different. The main difference is that an individual must have experienced trauma to experience being triggered, whereas an intellectual challenge has nothing to do with trauma. If you are a trauma survivor and encounter a topic in this class that is triggering for you, you may feel overwhelmed or panicked and find it difficult to concentrate. In response, I encourage you to take the necessary steps for your emotional safety. This may include leaving class while the topic is discussed or talking to a therapist at the Counseling Center. Should you choose to sit out on discussion of a certain topic, know that you are still responsible for the material; but we can discuss if there are other methods for accessing that material, and for assessing your learning on that material. Class topics are discussed for the sole purpose of expanding your intellectual engagement in the area of [subject/major], and I will support you throughout your learning in this course.

## **SPIRITUAL CARE**

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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 who is available during class break times across the week. If you have questions for, desire to meet or share a prayer request please email [mvchaplain@pointloma.edu](mailto:mvchaplain@pointloma.edu).

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.

## **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.

## GPS ACADEMIC RESOURCES

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PLNU offers the following free academic resources virtually for Graduate Professional Studies (GPS) Students. Visit myPLNU through the links below for more information.

- **The GPS Writing Center offers:**
  - **Zoom Writers Workshops** offered each quad on a variety of helpful topics
  - **One-to-one appointments** with the Writing Coach
  - **Microlearning YouTube Video Library** for helpful tips anytime
  - **Research Help Guide** to help you start your research
  - The physical office is located on the third floor of the **Mission Valley Regional Center** off the student lounge
- **Academic Writing Resources Course:** Found on your Canvas Dashboard, this course is non-credit with 24/7 access, no time limits, and self-paced content. **Watch a quick video run-through** and take time now to explore!
- **Tutoring:** Students have access to 24/7 live or scheduled subject tutoring through Tutor.com, including a Paper Drop-Off Service with feedback within 12 hours.

We are here to support you! Contact us anytime: [GPSWritingCenter@pointloma.edu](mailto:GPSWritingCenter@pointloma.edu)

## STATE AUTHORIZATION

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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

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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 [Graduate Academic and General Policies](#) for definitions of kinds of academic dishonesty and for further policy information.

During the first week of class, you will be asked to submit an Academic Honesty Verification Statement. Submitting the statement is a requirement of this course. By submitting the Academic Honesty Verification Statement, you will be verifying all assignments completed in this course were completed by you. Carefully review the Academic Honesty Statement below.

Statement: "In submitting this form, I am verifying all the assignments in this course will be completed by me and will be my own work."

## **PLNU ACADEMIC ACCOMMODATIONS POLICY**

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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.

## COURSE MODALITY DEFINITIONS

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- 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.
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## PLNU ATTENDANCE AND PARTICIPATION POLICY

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Face-to-Face MBA/MAOL Courses:

Regular and punctual attendance at all class sessions is considered essential to optimum academic achievement. Therefore, regular attendance and participation in each course are minimal requirements.

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 an “F” grade.

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. Acceptance of late work is at the discretion of the instructor and does not waive attendance requirements.

Refer to [Academic Policies](#) for additional detail.

MBA/MAOL Courses that are online or hybrid:

### Synchronous Attendance/Participation Definition

For synchronous courses that have specific scheduled meeting times (including in-person, hybrid, and synchronous online courses), absences are counted from the first official meeting of the class regardless of the date of the student’s enrollment. For courses with specific attendance requirements, those requirements are outlined in the course syllabus.

## USE OF TECHNOLOGY

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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**

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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**

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### **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	08-Jan	OB Overview/Importance	Ch 1	"Light Week"		
2	15-Jan	Diversity	Ch 2			
3	22-Jan	Perception	Ch 3			
4	29-Jan	Emotion/Attitudes	Ch 4			
5	5-Feb	Motivation	Ch 5			
6	12-Feb	Intrinsic/Extrinsic	Ch 6			
7	19-Feb	Teamwork	Ch 7			
8	26-Feb	Innovation	Ch 8			
	5-Mar	Spring Break				
9	12-Mar	Ethics	Ch 9			
10	19-Mar	Communication	Ch 10			
11	25-Mar	Easter Break				
12	1-Apr	Trust	Ch 11			
13	7-Apr	Leadership Perspectives	Ch 12			
14	16-Apr	Power and Politics	Ch 13			
15	23-Apr	Culture-Structure	Ch 14-15			
16	30-Apr	Final				