

# Syllabus

MGT-432: Organizational Behavior

## Course Description

This course is a study of organizational theory and application. The management functions of planning, controlling, staffing, directing, and motivating are explored in the contexts of both individual and group behavior.

**Credit Hours: 3**

**Prerequisite Courses: NA**

**Prerequisite Skills and Knowledge: NA**

## Course Outcomes

Upon completion of this course, you should be able to:

1. Identify the interdisciplinary influences on organizational behavior.
2. Assess the effectiveness of business perspectives in an organization as it relates to globalization.
3. Assess learning and performance management practices within an organization.
4. Assess practices to motivate employees within an organization.
5. Assess the organizational design and structure within an organization.
6. Assess jobs and the design of work within an organization.
7. Develop a communication model to fit the needs of an organization's change initiative.
8. Explain the stages and characteristics of group formation and self-sufficiency.
9. Evaluate the sources of organizational power and political behavior.
10. Apply a biblical worldview to organizational behavior.
11. Analyze leadership actions and compare them to different models and concepts of leadership.

## Course Textbooks

Organizational Behavior OER textbook, University of Minnesota Libraries Publishing  
retrieved from <https://open.lib.umn.edu/organizationalbehavior/>

## Grading Scale

Grade	Quality Points Per Credit	Percentage	Score
<b>A</b>	4.0	95%–100%	950–1000
<b>A-</b>	3.7	92%–94.9%	920–949

<b>B+</b>	3.3	89%–91.9%	890–919
<b>B</b>	3.0	85%–88.9%	850–889
<b>B-</b>	2.7	82%–84.9%	820–849
<b>C+</b>	2.3	79%–81.9%	790–819
<b>C</b>	2.0	75%–78.9%	750–789
<b>C-</b>	1.7	72%–74.9%	720–749
<b>D+</b>	1.3	69%–71.9%	690–719
<b>D</b>	1.0	65%–68.9%	650–689
<b>F</b>	0.0	0%–64.9%	0–649

## Grading Policies

The grading policy for your course depends on your school and program. Your grading policies can be found in the [IWU Catalog](#).

## Letter Grade Equivalencies

Grade	Description of Work
<b>A</b>	Clearly stands out as excellent performance. Has unusually sharp insights into material and initiates thoughtful questions. Sees many sides of an issue. Articulates well and writes logically and clearly. Integrates ideas previously learned from this and other disciplines. Anticipates next steps in progression of ideas. Example “A” work should be of such nature that it could be put on reserve for all cohort members to review and emulate. The “A” cohort member is, in fact, an example for others to follow.
<b>B</b>	Demonstrates a solid comprehension of the subject matter and always accomplishes all course requirements. Serves as an active participant and listener. Communicates orally and in writing at an acceptable level for the degree program. Work shows intuition and creativity. Example “B” work indicates good quality of performance and is given in recognition for solid work; a “B” should be considered a good grade and is awarded to those who submit assignments of quality less than the exemplary work described above.

<b>C</b>	Quality and quantity of work in and out of class are average. Has marginal comprehension, communication skills, or initiative. Requirements of the assignments are addressed at least minimally.
<b>D</b>	Quality and quantity of work are below average. Has minimal comprehension, communication skills, or initiative. Requirements of the assignments are addressed at below-acceptable levels.
<b>F</b>	Quality and quantity of work are unacceptable and do not qualify the student to progress to a more advanced level of work.

## Course Summary

Workshop	Devotional*	Discussion*	Dropbox*	Total Points
Workshop One	1/10	2/80	2/60	150
Workshop Two	1/10	2/80	2/60	150
Workshop Three	1/10	2/80	2/60	150
Workshop Four	1/10	2/80	2/60	150
Workshop Five	1/10	2/80	2/310	400
<b>Course Totals</b>	<b>5/50</b>	<b>10/400</b>	<b>10/550</b>	<b>1000</b>

\* Number of Activities/Sum Point Totals

## Course Assignments

### Workshop One

Title	Due Dates	Time	Points
<b>1.1 Assignment Devotional: Leadership as a Gift</b>	Due by the end of the fourth day of the workshop	2 hours	10
<b>1.2 Discussion: Organizational Structure and Processes</b>	Initial post due by the end of the fourth day of the workshop; two responses	4 hours	40

Title	Due Dates	Time	Points
	due by the end of the workshop		
<b>1.3 Discussion: Job Design and Culture</b>	Initial post due by the end of the fourth day of the workshop; two responses due by the end of the workshop	4 hours	40
<b>1.4 Assignment: Emerging Approaches to Job Design</b>	Due by the end of the workshop	4 hours	30
<b>1.5 Assignment: Final Paper, Topic Selection</b>	Due by the end of the workshop	4 hours	30
<b>Totals</b>		<b>18 hours*</b>	<b>150</b>

\* These times are only estimates. Actual assignment completion times will vary.

## Workshop Two

Title	Due Dates	Time	Points
<b>2.1 Assignment: Devotional: Biblical Servant Leadership</b>	Due by the end of the fourth day of the workshop	2 hours	10
<b>2.2 Discussion: Influences on Organizational Behavior</b>	Initial post due by the end of the fourth day of the workshop; two responses due by the end of the workshop	4 hours	40
<b>2.3 Discussion: Global Organizational Behavior</b>	Initial post due by the end of the fourth day of the workshop; two responses due by the end of the workshop	4 hours	40
<b>2.4 Assignment: Final Paper, Sections 1 &amp; 2</b>	Due by the end of the workshop	4 hours	30
<b>2.5 Assignment: Issues in Global Expansion</b>	Due by the end of the workshop	4 hours	30

Title	Due Dates	Time	Points
<b>Totals</b>		<b>18 hours*</b>	<b>150</b>

\* These times are only estimates. Actual assignment completion times will vary.

## Workshop Three

Title	Due Dates	Time	Points
<b>3.1 Assignment: Devotional: Nehemiah's Leadership</b>	Due by the end of the fourth day of the workshop	2 hours	10
<b>3.2 Discussion: Stakeholders' Influence</b>	Initial post due by the end of the fourth day of the workshop; two responses due by the end of the workshop	4 hours	40
<b>3.3 Discussion: Power and Minorities</b>	Initial post due by the end of the fourth day of the workshop; two responses due by the end of the workshop	4 hours	40
<b>3.4 Assignment: Final Paper, Sections 3 and 4</b>	Due by the end of the workshop	4 hours	30
<b>3.5 Assignment: Stakeholder Analysis</b>	Due by the end of the workshop	4 hours	30
<b>Totals</b>		<b>18 hours*</b>	<b>150</b>

\* These times are only estimates. Actual assignment completion times will vary.

## Workshop Four

Title	Due Dates	Time	Points
<b>4.1 Assignment: Devotional: Encourage One Another</b>	Due by the end of the fourth day of the workshop	2 hours	10

Title	Due Dates	Time	Points
<b>4.2 Discussion: Forms and Sources of Power</b>	Initial post due by the end of the fourth day of the workshop; two responses due by the end of the workshop	4 hours	40
<b>4.3 Discussion: Political Behavior in Organizations</b>	Initial post due by the end of the fourth day of the workshop; two responses due by the end of the workshop	4 hours	40
<b>4.4 Assignment: Final Paper, Sections 5 and 6</b>	Due by the end of the workshop	4 hours	30
<b>4.5 Assignment: Interpersonal Conflict and Communication</b>	Due by the end of the workshop	4 hours	30
<b>Totals</b>		<b>18 hours*</b>	<b>150</b>

\* These times are only estimates. Actual assignment completion times will vary.

## Workshop Five Outline

Title	Due Dates	Time	Points
<b>5.1 Assignment: Devotional: Leadership Credibility</b>	Due by the end of the fourth day of the workshop.	2 hours	10
<b>5.2 Discussion: Decision Making</b>	Initial post due by the end of the fourth day of the workshop; two responses due by the end of the workshop	4 hours	40
<b>5.3 Discussion: Ethics</b>	Initial post due by the end of the fourth day of the workshop; two responses due by the end of the workshop	4 hours	40
<b>5.4 Assignment: Final Paper</b>	Due by the end of the workshop	4 hours	280

Title	Due Dates	Time	Points
<b>5.5 Assignment: Change Management</b>	Due by the end of the workshop	4 hours	30
<b>End of Course Survey</b>	Due by the end of the workshop	-	10 Extra Credit
<b>Totals</b>		<b>18 hours*</b>	<b>400</b>

\* These times are only estimates. Actual assignment completion times will vary.

## Course Development Resources

Alton, L. (n.d.). 4 Common types of organizational structures. Retrieved

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Anderson, C., & Brion, S. (2014). Perspectives on Power in Organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 67–97.

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from <https://www.youtube.com/watch?v=6xCkhV7zhuw>

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*dilemma*. [Video]. Retrieved from <https://www.youtube.com/watch?v=JeHoQ8Oycgc>

Clark, D. R. (2015). Leadership and organizational behavior. Retrieved

from <http://www.nwlink.com/~donclark/leader/leadob.html>

Films Media Group. (2014). Going global: Secrets of branding. [Video]. Retrieved

from [\[fod.infobase.com.oak.indwes.edu/PortalPlaylists.aspx?wID=98671&xtid=58812\]\(http://o-fod.infobase.com.oak.indwes.edu/PortalPlaylists.aspx?wID=98671&xtid=58812\).](http://o-</a></p>
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Forgas, J. P., & George, J. M. (2001). Affective influences on judgments and behavior in organizations: An information processing perspective. *Organizational Behavior and Human Decision Processes*, 86. Retrieved from [https://www.researchgate.net/publication/222970017\\_Affective\\_Influences\\_on\\_Judgments\\_Decision\\_Making\\_and\\_Behavior\\_in\\_Organizations\\_An\\_Information\\_Processing\\_Perspective](https://www.researchgate.net/publication/222970017_Affective_Influences_on_Judgments_Decision_Making_and_Behavior_in_Organizations_An_Information_Processing_Perspective)

Future 500. (2014). What is stakeholder engagement? [Video]. Retrieved from <https://www.youtube.com/watch?v=VHGTsEwbOJY>

Goodwin, D., Mallinger, M., & O'Hara, T. (2009). Recognizing organizational culture in managing change. *Graziadio Business Review*, 12(1).

Human Synergistics International. (2012). Organization development approach. Retrieved from <http://www.humansynergistics.com/OurApproach/OrganizationDevelopmentApproach>

Kouzes, J., & Posner, B. (1993). *Credibility*. San Francisco, CA: Jossey-Bass.

Suttle, R. (n.d.). The Importance of Organizational Structure. Retrieved from <http://smallbusiness.chron.com/importance-organizational-structure-2783.html>

TEDEd. (2014). How to understand power – Eric Liu. [Video]. Retrieved from [https://www.youtube.com/watch?v=c\\_Eutci7ack](https://www.youtube.com/watch?v=c_Eutci7ack)



TED Talks. (2009). Dan Ariely asks, Are we in control of our decisions? [Video]. Retrieved from <https://www.youtube.com/watch?v=9X68dm92HVI&index=1&list=PL00E34226D173C360>

TED Talks. (2013). Roselinde Torres: What it takes to be a great leader. [Video]. Retrieved from <https://www.youtube.com/watch?v=aUYSDEYdmzw>

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TEDx Talks. (2013). Six keys to leading positive change: Rosabeth Moss Kanter at TEDxBeaconStreet. [Video]. Retrieved from <https://www.youtube.com/watch?v=owU5aTNPJbs>

Thompson, R. (2002). Stakeholder analysis. Retrieved from [https://www.mindtools.com/pages/article/newPPM\\_07.htm](https://www.mindtools.com/pages/article/newPPM_07.htm)

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## Expectations, Policies, and Important Student Information

School/Division	Link
DeVoe School of Business	<a href="#">View School/Division Expectations, Policies, and Student Information</a>
Division of Liberal Arts	
School of Services and Leadership	

School/Division	Link
School of Educational Leadership	<a href="#">View School/Division Expectations, Policies, and Student Information</a>
Wesley Seminary @ IWU	<a href="#">View School/Division Expectations, Policies, and Student Information</a>
Nursing - Undergraduate	<a href="#">View School/Division Expectations, Policies, and Student Information</a>
Nursing - Graduate	<a href="#">View School/Division Expectations, Policies, and Student Information</a>

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