

BA/PSY 474 – Organizational Behavior – 3 credit hours

LOCATION

Upper Iowa University - Madison Center
4601 Hammersley Road, Madison WI 53711
608-278-0350 phone 608-278-0354 fax uiu@madison.tds.net

**COURSE
IDENTIFICATION**

BA/PSY 474 Organizational Behavior

TERM INFO

Term I October 26 – December 19, 2009
Wednesdays 5:30 p.m. – 10:00 p.m.

**INSTRUCTOR
INFORMATION**

Carola Pfortner MS, ABD
608-220-1764 (cell) PfortnerC@peacocks.uiu.edu

BIOGRAPHY

An international trainer, consultant and a psychotherapist in private practice, Ms. Pfortner utilizes 29 years of experiences with clients of all ages to enrich this class. Experienced at the graduate and undergraduate level in the US and Europe, she believes learning must be relevant to personal experience, based on sound research and theory, culturally comprehensive and of course fun...

TEXT

Griffin & Moorhead. (2010). Organizational Behavior: Managing People & Organizations (9th ed.). Mason, OH: Southwestern, Cengage Learning.

TEXTBOOK WEBSITE – Chapter outlines and summaries:

http://websites.swlearning.com/cgi-wadsworth/course_products_wp.pl?fid=M20b&flag=student&product_isbn_issn=9780547167336&discipline_number=416

OBJECTIVES

1. Analyze how organization members respond to management.
2. Evaluate rational/systems, human relations, cultural and political frame-works for understanding behavior in organizations.
3. Integrate various theoretical models for explaining human behavior in the workplace into a broader paradigm attempting to understand the human experience of meaning.

MAJOR PROGRAM GOALS

Human Resource Management Major Goal #5 – Will assess your ability to analyze organizational behavior principles and the impact of diversity on organizations through homework assignments, group activities and tests.

Human Resource Management Major Goal #19 – Will assess your ability to evaluate human behavior in organizations through homework assignments, group activities and tests.

Management Major Goal #15 – Will assess your ability to explore the social, cultural and behavioral foundations of human enterprise through assignments, group activities and tests

READINGS

WEEKLY SCHEDULE & READINGS

Week 1 10/28/09

I. INTRODUCTION TO ORGANIZATIONAL BEHAVIOR.

1. An Overview of Organizational Behavior.
2. The Changing Environment of Organizations.

Week 2 11/4/09 Due: Chapter Concept Outline and Homework Assignment

II. INDIVIDUAL PROCESSES IN ORGANIZATIONS

3. Foundations of Individual Behavior.
4. Motivation in Organizations.
5. Motivating Employee Performance through Work.
6. Motivating Employee Performance through Rewards.

Week 3 11/11/09 Due: Chapter Concept Outline and Homework Assignment

7. Managing Stress and the Work-Life Balance.
8. Decision Making and Problem Solving

III. a. INTERPERSONAL PROCESSES IN ORGANIZATIONS

9. Foundations of Interpersonal and Group Behavior.
10. Using Teams in Organizations.

Week 4 11/18/09 Due: Chapter Concept Outline and Homework Assignment

III. b. INTERPERSONAL PROCESSES IN ORGANIZATIONS

11. Communication in Organizations.
12. Traditional Models for Understanding Leadership.
13. Contemporary Views of Leadership in Organizations.

Week 5 11/25/09 Due: Chapter Concept Outline and Homework Assignment

III. c. INTERPERSONAL PROCESSES IN ORGANIZATIONS

14. Power, Politics, and Organizational Justice.
15. Conflict and Negotiation in Organizations.

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Week 6 12/3/09 Due: Chapter Concept Outline and Homework Assignment

IV. ORGANIZATIONAL PROCESSES AND CHARACTERISTICS

16. Foundations of Organization Structure.
17. Organization Design.
18. Organization Culture.
19. Organization Change and Development.

Week 7 12/10/09 Due: Written Copy of Reflected Best Self Exercise
Preview of Final Exam Present Reflected Best Self Exercise

Week 8 12/17/09
Final Exam / Closing and Evaluations

EXAMS There is a cumulative, closed book final exam week 8.

ASSIGNMENTS

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|--|----------------------------|
| 1. Students will complete all readings. | Follow readings schedule |
| 2. Outline the major concepts in each chapter | due each week |
| 3. Complete weekly homework (self assessments etc) | due each week |
| 4. Reflected Best Self Exercise – submit paper copy
and shared in class | submit and
share week 7 |
| 5. Students will take a final exam | week 8 |

GRADING CRITERIA

	Points
Participation in Class (includes completion of Application Project tasks)	400
Chapter Concept Outlines	100
Weekly Homework Assignments	200
Reflected Best Self Exercise	200
Final Exam	100

A 1000 – 930	A- 929 – 900	B+ 899 – 870	B 869 – 830
B- 829 – 800	C+ 799 – 770	C 769 – 730	C- 729 – 700
D+ 699 – 670	D 669 – 630	D- 629 – 600	F Below 600

ATTENDANCE Active participation in all class activities is a component of the grade. Regular and timely attendance is expected. It is the student's responsibility to make arrangements for missed work. Please review Upper Iowa University Policies on Administrative Withdrawal related to repeated absences. Non-participation in more than one class will lower the grade substantially.

MISSED ASSIGNMENTS / EXAMS. Students need to make arrangements for late assignments in advance. Exams can be made up through in-house testing in the front office if time permits. Due to grading deadlines, assignments cannot be accepted after the last day of class.

This class is a learning community. Critical thinking and differences in opinions are encouraged; it is the expectation that learners support each other in their education. Learners have diverse learning styles and needs, which will be accommodated gladly. Please notify the instructor about individual learning needs during the first class.

The syllabus is tentative and subject to change.

CITATIONS

Encyclopedias of any kind, including the very popular Wikipedia, are not primary sources and should not be cited or used in constructing academic papers at the graduate or undergraduate level. They can, however, be useful to help gather some background information and to point the way to more reliable sources.