



COLLEGE OF BUSINESS

SUMMER II - 2022

COURSE NUMBER: MGT 585 01W

COURSE TITLE: Management and Organizational Behavior

INSTRUCTOR: Dr. Guclu Atinc

REQUIRED TEXT: Bauer, T., & Erdogan, B. Organizational Behavior v4.0.
ISBN: 978-1-45333766-0 (Digital)

COURSE DESCRIPTION: This course is designed to provide an in-depth seminar emphasizing the development of the skills and knowledge required for successful managerial performance, as well as a variety of related organizational behavior topics. It focuses on such areas as developing self-awareness, creative problem-solving, supportive communication, the use of power and influence, motivation techniques, and managing conflict.

PREREQUISITE: Students are expected to come to class with energy and enthusiasm to learn.

COURSE OBJECTIVES:

1. KNOWLEDGE OBJECTIVES OF THIS COURSE INCLUDE BUT ARE NOT LIMITED TO:

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

- Demonstrate applicable knowledge of the common skills needed for managerial effectiveness within the functions of management.
- Demonstrate applicable knowledge of various human behavior and motivation techniques relating to leading individuals and teams.
- Demonstrate comprehension of values, power, and influence relating to organizational culture, change, and ethical decision-making in global contexts.

CLASS MEETING: Online

CLASS LOCATION: Online

TEACHING METHOD: case studies, discussions, pre-recorded or live lectures

OFFICE & TELEPHONE NUMBER: BA 310, Phone: 903-886-5685, Cell: 318-245-2870 (cell phone to be used only in emergencies)

EMAIL ADDRESS: guclu.atinc@tamuc.edu

OFFICE HOURS: During the summer, by appointment only.

MAKE-UP POLICY: Unless there is an officially documented reason for missing an exam, no make-up exams will be given.

TECHNOLOGY REQUIREMENTS

LMS: All course sections offered by Texas A&M University-Commerce have a corresponding course shell in the myLeo Online Learning Management System (LMS). Below are technical requirements

LMS Requirements:

<https://community.brightspace.com/s/article/Brightspace-Platform-Requirements>

LMS Browser Support:

https://documentation.brightspace.com/EN/brightspace/requirements/all/browser_support.htm

YouSeeU Virtual Classroom Requirements:

<https://support.youseeu.com/hc/en-us/articles/115007031107-Basic-System-Requirements>

If you are having technical difficulty with any part of Brightspace, please contact Brightspace Technical Support at 1-877-325-7778. Other support options can be found here:

<https://community.brightspace.com/support/s/contactsupport>

ACCESS AND NAVIGATION

You will need your campus-wide ID (CWID) and password to log into the course. If you do not know your CWID or have forgotten your password, contact the Center for IT Excellence (CITE) at 903.468.6000 or helpdesk@tamuc.edu.

Note: Personal computer and internet connection problems do not excuse the requirement to complete all course work in a timely and satisfactory manner. Each student needs to have a backup method to deal with these inevitable problems. These methods might include the availability of a backup PC at home or work, the temporary use of a computer at a friend's home, the local library, office service companies, Starbucks, a TAMUC campus open computer lab, etc.

University Specific Procedures

Student Conduct

All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment. The Code of Student Conduct is described in detail in the [Student Guidebook](#).

<http://www.tamuc.edu/Admissions/oneStopShop/undergraduateAdmissions/studentGuidebook.aspx>

Students should also consult the Rules of Netiquette for more information regarding how to interact with students in an online forum: <https://www.britannica.com/topic/netiquette>

TAMUC Attendance

For more information about the attendance policy please visit the [Attendance](#) webpage and [Procedure 13.99.99.R0.01](#).

<http://www.tamuc.edu/admissions/registrar/generalInformation/attendance.aspx>

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/academic/13.99.99.R0.01.pdf>

Academic Integrity

Students at Texas A&M University-Commerce are expected to maintain high standards of integrity and honesty in all of their scholastic work. For more details and the definition of academic dishonesty see the following procedures:

[Undergraduate Academic Dishonesty 13.99.99.R0.03](#)

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/undergraduates/13.99.99.R0.03UndergraduateAcademicDishonesty.pdf>

[Graduate Student Academic Dishonesty 13.99.99.R0.10](#)

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/graduate/13.99.99.R0.10GraduateStudentAcademicDishonesty.pdf>

Students with Disabilities-- ADA Statement

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services

Texas A&M University-Commerce

Gee Library- Room 162

Phone (903) 886-5150 or (903) 886-5835

Fax (903) 468-8148

Email: studentdisabilityservices@tamuc.edu

Website: [Office of Student Disability Resources and Services](#)

<http://www.tamuc.edu/campusLife/campusServices/studentDisabilityResourcesAndServices/>

Nondiscrimination Notice

Texas A&M University-Commerce will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

Campus Concealed Carry Statement

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-Commerce Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations.

For a list of locations, please refer to the [Carrying Concealed Handguns On Campus](#) document and/or consult your event organizer.

Web url:

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>

Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

COURSE COMMUNICATION: Students are required to check their e-mail at least once a day for class information. The primary mode of communication in this class will be e-mail messaging. You should also check the D2L platform for announcements, to access the course documents via Doc Sharing, post comments on the discussion board, and to check your grades. All the audio and video files will be uploaded to D2L.

CASES: Cases constitute to be the major part of this course. There will be three cases analysis. They will be used to integrate the material you were exposed to in this course. You have to read the assigned cases thoroughly and must answer the related questions. The case method is intended to lead us to a debate. During this debate, sometimes we will reach a consensus while other times a single “right answer” may not emerge. The idea is not always to find the right answer but the reasoning process we adopt in our analyses. You have to upload your final word document to the appropriate D2L basket. The submissions will be checked for plagiarism.

CHAPTER QUIZZES: There will be two quizzes.

LECTURES: I will be recording lectures for each chapter and uploading to the doc sharing folder. In addition, I may set up occasional live sessions to answer your questions. You are required to view/listen to all uploaded video/audio material.

EXAMS: There will be 2 (two) exams. Exams will include multiple choice and essay type questions.

EVALUATION:

Cases	21 percent (7 percent each)
Quizzes	14 percent (7 percent each)
Participation	5 percent
Exam 1	30 percent
Exam 2	30 percent

90-100 percent	A
80-89 percent	B
70-79 percent	C
60-69 percent	D
less than 60 percent	F

Keep in mind that you are going to be accumulating points throughout the semester!
(In other words, try to get as many points as you can, including the occasional bonus points)

Week	Dates	
Week 1	7/11/2022	7/17/2022
Week 2	7/18/2022	7/24/2022
Week 3	7/25/2022	7/31/2022
Week 4	8/1/2022	8/7/2022
Week 5	8/8/2022	8/11/2022

COURSE SCHEDULE

DATE	TOPIC	ASSIGNMENT	NOTE
Week 1	Introduction to class, syllabus, academic honesty		Quiz 1
	Chapter 1—Organizational Behavior	Chapter 1	
	Chapter 2—Managing Demographic and Cultural Diversity	Chapter 2	
	Chapter 3—Understanding People at Work: Individual Differences and Perception	Chapter 3	
Week 2	Chapter 4—Individual Attitudes and Behaviors	Chapter 4	Case 1
	Chapter 5—Theories of Motivation	Chapter 5	
	Chapter 6—Designing a Motivating Work Environment	Chapter 6	
Week 3	Chapter 7—Managing Stress and Emotions	Chapter 7	Case 2
	Chapter 8—Communication	Chapter 8	
	Midterm Exam		Chapters 1-8
Week 4	Chapter 9—Managing Groups and Teams	Chapter 9	Quiz 2
	Chapter 10 - Conflict and Negotiations	Chapter 10	
	Chapter 11 - Making Decisions	Chapter 11	
	Chapter 12—Leading People Within Organizations	Chapter 12	
	Chapter 13—Power and Politics	Chapter 13	
Week 5	Chapter 14—Organizational Structure and Change	Chapter 14	Case 3
	Chapter 15—Organizational Culture	Chapter 15	
	Final Exam		Chapters 9-15

The above schedule is tentative and subject to change throughout the semester

Case Analysis Grading Rubric

	Far Exceeds Standards	Exceeds Standards	Meets Standards	Fails to Meet Standards
<p>Identification of Critical Issues and Problems; Depth of Analysis</p> <p>I will consider how detailed your analysis is, how far into depth you go, and whether you address many of the existing and critical issues in the case.</p> <p>Score:</p>	<p>Identifies all of the critical managerial issues. Thoroughly discusses, evaluates, and analyzes each managerial issue, providing convincing and supported arguments.</p> <p style="text-align: center;">(27-30)</p>	<p>Identifies most of the critical managerial issues. Discusses, evaluates, and analyzes each managerial issue, providing convincing and supported arguments, but could have gone into more depth.</p> <p style="text-align: center;">(24-26)</p>	<p>Identifies many of the critical managerial issues. Discusses, evaluates, and analyzes most of the managerial issues, providing convincing and supported arguments, but could have gone into much more depth.</p> <p style="text-align: center;">(21-23)</p>	<p>Identifies few, if any, critical managerial issues. Fails to discuss, evaluate, and analyze each managerial issue, does not provide convincing or supported arguments, and lacks any significant degree of depth.</p> <p style="text-align: center;">(20 or Less)</p>
<p>Generates Alternatives and Recommendations; Develops a Plan of Action for Implementing Recommendations</p> <p>Score:</p>	<p>Generates several high-quality alternative solutions; Recommendations are well-argued and based on thorough analysis; Develops a thorough plan for implementing the proposed solutions; Discusses potential problems with the implementation and develops a variety of quality suggestions for minimizing them.</p> <p style="text-align: center;">(27-30)</p>	<p>Generates two or more high-quality alternative solutions; Recommendations are fully supported by the analysis; Develops a plan for implementing the proposed solutions; Discusses potential problems with the implementation and develops a few suggestions for minimizing them.</p> <p style="text-align: center;">(24-26)</p>	<p>Generates two or more alternative solutions; Recommendations are not fully supported by the analysis; Acknowledges potential problems with implementation, but does not adequately address mitigation; The link between the problem and the action plan is logically consistent.</p> <p style="text-align: center;">(21-23)</p>	<p>Proposes only one (or no) alternative solution(s); Does not develop an action plan; or it is incomplete, vague, or unrealistic for implementing the proposed solution.</p> <p style="text-align: center;">(20 or Less)</p>
<p>Literature Review of the Managerial Issues-Reference Support</p> <p>The more reference support you use to support your analysis of issues and recommendations,</p>	<p>Provides a complete and clear review of the scholarly journal literature. Empirical research from multiple journal articles</p>	<p>Provides a substantial and clear review of the scholarly journal literature. Some, but not all, issues were supported by empirical research from</p>	<p>Provides an adequate and clear review of the journal literature, but several issues lacked strong support from the empirical research presented in journal</p>	<p>Provides an incomplete review of the journal literature and fails to support the knowledge associated with each identified managerial</p>

<p>the better. The quality of the journals is also important.</p> <p>Score:</p>	<p>provided support for why each issue was included. Several of the journal articles used came from top-tier journals.</p> <p>(27-30)</p>	<p>journal articles. More references could have been used and more could have come from top-tier journals.</p> <p>(24-26)</p>	<p>articles. Most of the articles came from lower-level journals.</p> <p>(21-23)</p>	<p>issue. The few articles that were used came from low-level journals or websites.</p> <p>(20 or Less)</p>
<p>APA Formatting of References</p> <p>Students must cite all references in APA format, in-text and on reference page.</p> <p>Score:</p>	<p>Student cited ALL references properly, formatted in accordance with the APA Style Guide (no errors).</p> <p>(9-10)</p>	<p>Student cited most references properly, formatted in APA Style (a few minor errors).</p> <p>(8)</p>	<p>Student cited many references properly, formatted in APA Style (4 or more minor errors).</p> <p>(7)</p>	<p>Student cited few references properly (4 or more errors with at least 1 being a major error).</p> <p>(6 or Less)</p>
<p>Total Score:</p>	<p>_____ out of 100</p>			