

# MGT 585 – MANAGEMENT & ORGANIZATIONAL BEHAVIOR

Summer 1, 2023 – Section 01W 40076

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Office Hours: Anytime by e-mail. By phone or on campus by appointment.

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## **No Required Text. We will use the following journal articles:**

- Bass, B.M. (1985). Leadership: Good, better, best. *Organizational Dynamics*, 13(3): 26-40.
- Humphreys, J.H. (2005). Contextual implications for transformational and servant leadership: A historical investigation. *Management Decision*, 43(10): 1410-1431.
- Humphreys, J.H., & Einstein, W.O. (2004). Leadership and temperament congruence: Extending the expectancy model of work motivation. *Journal of Leadership & Organizational Studies*, 10(4): 58-79.
- Humphreys, J.H., Novicevic, M.M., Hayek, M., Gibson, J.W., Pane Haden, S., & Williams, W.A. (2016). Disharmony in New Harmony: Insights from the narcissistic leadership of Robert Owen. *Journal of Management History*, 22(2): 146-170.
- Humphreys, J.H., Novicevic, M.M., Smothers, J., Pane Haden S.S., Hayek, M., Williams, W.A., Jr., Oyler, J.D., & Clayton, R.W. (2015). The collective endorsement of James Meredith: Initiating a leader identity construction process. *Human Relations*, 68(9): 1389-1413.
- Humphreys, J.H., Randolph-Seng, B., Pane Haden, S.S., & Novicevic, M.M. (2015). Integrating libertarian paternalism into paternalistic leadership: The choice architecture of H.J. Heinz. *Journal of Leadership & Organizational Studies*, 22(2): 187-201.
- Pane Haden, S.S., & Cooke, W.E. (2012). Is morale irrelevant? *MIT Sloan Management Review*, 53(2): 96.
- Pfeffer, J., & Sutton, R.I. (2006). What's wrong with pay-for-performance. *Industrial Management*, 48(2),12-17.

## **Course Description:**

This course provides an in-depth seminar emphasizing the development of the skills and knowledge required for successful managerial performance in organizations. It focuses on such areas as personality and individual differences, use of power and influence, motivation theories and techniques, leadership theories, and incentive systems, as precursors to positive employee outcomes such as high morale, job satisfaction, organizational commitment, and organizational citizenship behaviors.

## Course Objectives:

- 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 and tools relating to leading employees towards positive employee outcomes
- Demonstrate comprehension of values, power, and influence relating to organizational culture and ethical decision-making in organizational contexts

## Electronic system to use during the course:

Students will find some course materials in the D2L Brightspace course shell. 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](mailto:helpdesk@tamuc.edu).

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

If you are having technical difficulty with any part of D2L 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>

I will correspond with you frequently by e-mail using the class list in D2L. The Zoom function of the D2L Learning Management System will be used for synchronous sessions on Tuesday evenings (6:30 PM CT) beginning **Tuesday, June 6<sup>th</sup>** and ending on **Tuesday, July 4<sup>th</sup>**. Please attend these sessions synchronously if possible. If you cannot, however, the sessions will be recorded so that you can watch at your convenience.

## Grade Evaluation

## Points

Case Analyses (3)	600
Final Literature Review paper	400
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TOTAL	1,000

## Grade Conversion

- A = 900 or greater (90%)
- B = 800 - 899 (80% - 89%)
- C = 700 - 799 (70% - 79%)
- F = 699 or below

## Description of Evaluation Criteria

**Case Responses** – As directed on three occasions, you will prepare written analyses based on *application* of management and organizational behavior concepts to the brief Leading and Motivating through Individual Differences case. These analyses must be placed in the drop box by 8:00 AM on the due date (200 points each). The case analyses will be graded based upon timeliness, depth of analysis, and quality of rationale.

**Final Literature Review paper** – The final paper is worth 400 points and will be a comprehensive literature review demonstrating breadth and depth of knowledge of an organizational behavior topic of interest (e.g., transformational leadership, servant leadership, complexity leadership, work motivation, the social construction of leader identity, facades of conformity, organizational citizenship behaviors, job satisfaction, organizational commitment, etc.). The topic will be negotiated with and approved by the instructor and the review submitted via the drop box by 8:00 AM on July 5<sup>th</sup>.

## General Format for Written Assignments:

Typed, double-spaced, one-inch margins all around (top, bottom, right and left)  
Student name, assignment information, date in, and page number upper right-hand corner  
**no** title page  
Times New Roman 12 font  
use headings to denote subject change in the paper  
All citation to be in APA style

**Preferred Way to be Contacted:** E-mail. I check my e-mail often and will get back to you as soon as I can. It would be rare that I don't respond within 24 hours, usually much, much sooner. Never hesitate to contact me. I like students and I love teaching so I'm here for you if you need me. You may certainly also text me if we need to discuss your work.

**Attendance:** Obviously, I want you to attend my Zoom class meetings. I will do my best to motivate you to attend. If you must miss a session, please review the recording at your earliest convenience. You will be responsible for material covered in class. 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>

**Late Work Policy:** I'd prefer for your assignments to not be late. Currency and timeliness are very important to your learning. I will, however, accept late work on an individual basis that will need to be cleared with me prior to the due date.

**Syllabus Change Policy:** The syllabus is a guide. Circumstances and events, such as student progress or current events, may make it necessary for me to modify the syllabus during the semester. Any changes made to the syllabus will be announced in advance.

**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/registrar/documents/studentGuidebook.pdf>

Students should also consult the Rules of Netiquette for more information regarding how to interact with students in an online forum: [Netiquette](#)

<http://www.albion.com/netiquette/corerules.html>

**Academic Integrity:** Students at Texas A&M University-Commerce are expected to maintain high standards of integrity and honesty in all their scholastic work. Academic honesty is the foundation of the university community. Cheating, plagiarism, or other acts of academic dishonesty compromise the integrity of the academic process and community and are subject to disciplinary action. For this class, plagiarism will result in failure (final course grade of F). 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:** 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**

**Waters Library, Room 132**

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

**Fax (903) 468-8148**

**[StudentDisabilityServices@tamuc.edu](mailto:StudentDisabilityServices@tamuc.edu)**

**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.

### Semester Calendar

Date	Day	Week	Topics	Assignments
6/06	T	1	<p>Course Introduction, management v. leadership, case analysis, literature review, and periodical databases</p> <p>Desired Employee Outcomes: High morale, job satisfaction, organizational commitment, and organizational citizenship behaviors</p> <p>Personality and individual differences</p>	<p>Please read Pane Haden &amp; Cooke (2012), Bass (1985), &amp; Humphreys, Novicevic et al. (2015)</p> <p>Assign Final Literature Review Paper – topic to be negotiated</p> <p>Assign first application questions</p>

6/13	T	2	<p>Debrief 1<sup>st</sup> case application</p> <p>Leadership and Power &amp; Leader Identity Construction</p>	<p><b>1<sup>st</sup> case analysis due by 8:00 AM</b></p> <p>Please read Pfeffer and Sutton (2006), Humphreys and Einstein (2004), &amp; Humphreys et al. (2016)</p> <p>Assign second application questions</p>
6/20	T	3	<p>Debrief 2<sup>nd</sup> case application</p> <p>Work Motivation Models and Techniques &amp; Incentives</p>	<p><b>2<sup>nd</sup> case analysis due by 8:00 AM</b></p> <p>Please read Humphreys, Randolph-Seng et al. (2015) &amp; Humphreys (2005)</p> <p>Assign third application questions</p>
6/27	T	4	<p>Debrief 3<sup>rd</sup> case application</p> <p>Wrap Up Discussion</p>	<p><b>3<sup>rd</sup> case analysis due by 8:00 AM</b></p>
7/04	T	5	<p>Last call for questions</p>	<p><b>Final Paper due on 7/05 by 8:00 AM</b></p>

## Generic Graduate Case Analysis Assessment Rubric

Criteria	Far Exceeds Standards	Exceeds Standards	Meets Standards	Fails to Meet Standards
<p><b>Identification of Critical Issues (10%)</b></p> <p>In some cases, case issues will be stated. In other cases, it will be the student's responsibility to identify the salient issues.</p>	Identifies all the most critical managerial issues clearly and with supported (journal support) rationale statements as to why each issue was included.	Identifies all the most critical managerial issues clearly with rationale statements as to why each issue was included.	Identifies most of the most critical managerial issues with some indication of rationale as to why each issue was included.	Identifies few, if any, of the most critical managerial issues and/or provides no rationale as to why each issue was included.
<p><b>Literature Review of the issues identified as critical (30%)</b></p> <p>Students should review the journal literature and report what we know about the identified issues.</p>	Provides a complete and clear review of the scholarly journal literature to support the knowledge associated with each identified issue.	Provides a substantial and clear review of the scholarly journal literature to support the knowledge associated with each identified issue.	Provides a fairly substantial and clear review of the journal literature to support the knowledge associated with each identified issue.	Provides an incomplete review of the journal literature and fails to support the knowledge associated with each identified issue.
<p><b>Evaluation of Alternatives (20%)</b></p> <p>There will often be competing ideas and guidance within the journal literature. Students must identify and evaluate the strengths and limitations of various possible actions before offering concrete recommendations.</p>	Identifies and evaluates a comprehensive set of alternatives for each managerial issue, providing the strengths and limitations of all alternatives with convincing and supported arguments.	Identifies and evaluates a comprehensive set of alternatives for each managerial issue, providing the strengths and limitations of all alternatives with reasonably convincing and supported arguments.	Identifies and evaluates a comprehensive set of alternatives for each managerial issue, providing the strengths and limitations of all alternatives with supported arguments.	Fails to identify and evaluate a comprehensive set of alternatives for each managerial issue, providing the strengths and limitations of all alternatives with convincing and supported arguments.
<p><b>Supported Recommendations</b></p>	Articulates and persuasively	Articulates and effectively	Lists and largely defends effective	Fails to list and/or defend effective

<p><b>(30%)</b></p> <p>Students must develop the most effective and feasible combination of alternatives to address the issues identified, researched, and evaluated.</p>	<p>defends effective and feasible recommendations that address all of the identified issues.</p>	<p>defends effective and feasible recommendations that address all of the identified issues.</p>	<p>and feasible recommendations that address most of the identified issues.</p>	<p>and feasible recommendations that address most of the identified issues.</p>
<p><b>References (10%)</b></p> <p>Students must offer a complete reference list of all works cited within their analysis (APA style).</p>	<p>Student provides a complete APA style references list with all in-text cited articles listed in the references (20 or &gt;).</p>	<p>Student provides a complete APA style references list with all in-text cited articles listed in the references (15- 19).</p>	<p>Student provides a mostly complete APA style references list with all in-text cited articles listed in the references (10 - 14).</p>	<p>Student fails to provide at least 10 references or fails to do so in APA style.</p>



## Final Literature Review Paper Rubric

<b>Criteria</b>	<b>Far Exceeds Standards</b>	<b>Exceeds Standards</b>	<b>Meets Standards</b>	<b>Fails to Meet Standards</b>
Demonstrate a grasp of the evolution of knowledge regarding the OB topic researched – 30%.	Student demonstrates a firm grasp of the applicable knowledge of the evolution of the OB topic.	Student demonstrates a grasp of most of the applicable knowledge of the evolution of the OB topic.	Student demonstrates some applicable knowledge of the evolution of the OB topic.	Student demonstrates little applicable knowledge of the evolution of the OB topic.
Demonstrate knowledge of the theory, limitations, and application of the major perspectives of the OB topic – 60%.	Student demonstrates exemplary knowledge of the theory, limitations, and application of the major perspectives of the OB topic.	Student demonstrates good knowledge of the theory, limitations, and application of the major perspectives of the OB topic.	Student demonstrates some knowledge of the theory, limitations, and application of the major perspectives of the OB topic.	Student demonstrates little knowledge of the theory, limitations, and application of the major perspectives of the OB topic.
Demonstrate the ability to present a complete reference list of all works cited within the literature review (APA style) – 10%.	Student provides a complete APA style references list with all in-text cited articles listed in the references (30 or >).	Student provides a complete APA style references list with all in-text cited articles listed in the references (25- 29).	Student provides a mostly complete APA style references list with all in-text cited articles listed in the references (20 - 24).	Student fails to provide at least 20 references or fails to do so in APA style.