



## MGT 585 Management & Organizational Behavior Spring 2026, Section 01W

### COURSE DESCRIPTION

This course is designed to provide an in-depth understanding of individual, group and organizational dynamics in order to influence and manage behaviors in an organizational context. In particular, the course focuses on topics such as developing self-awareness, managing diversity, understanding people at work, creative problem-solving, supportive communication, groups and teams, the use of power and influence, motivation techniques, effective leadership, managing conflict, and organizational culture.

### COURSE INFORMATION

**Professor:** Dr. Tami Knotts

**Email:** [tami.knotts@etamu.edu](mailto:tami.knotts@etamu.edu)

**Office Hours:** Via email. Email is the primary and preferred mode of communicating in this class. Typical response time is 24-48 hours. Be sure to use professional email protocol. See Interaction with Instructor guidelines on page 6.

### REQUIRED COURSE MATERIALS

- Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). Organizational Behavior: An Evidence-Based Approach (Vol. 14). Information Age Publishing. **(Any format)**
- See Technology Requirements on pages 4-5

### CLASS STRUCTURE

MGT 585 is a 100% online course delivered via D2L. The Module To-Do List each week describes required assignments and tasks (e.g., readings, exams, assignments, etc.). Remember to check the MGT 585 D2L site daily for announcements. Online interactions in MGT 585 occur asynchronously. Each course module covers a specific time period, and course requirements must be submitted by the deadline. Regardless of your current time zone location, course due dates are based on Central Time (CT).

- Each module opens and closes at designated times on its appropriate week.
- Previous modules remain open, but late submissions for prior work are not allowed.
- **See the Course Schedule and the MGT 585 D2L course for official start and end dates/times for each module.**

- Students are required to complete the MGT 585 Honor Code to acknowledge specific module start/end dates and other course information.
- Exams are **only open during a designated window**, not the entire module or week (see Course Schedule for exam open and close times).
- Please be aware that this MGT 585 course may differ in terms of course requirements, grading, and course expectations than other graduate courses you have taken.

### LEARNING OUTCOMES

- Understand key concepts of management and organizational behavior related to individuals and groups.
- Understand how to improve managerial decision making and communication using different theories and concepts.
- Be prepared to address managerial and ethical issues that arise in organizations.

### MEANS OF ASSESSMENT

**Module Quizzes:** Timed module quizzes occur weekly. Module quizzes are **open book/open notes** and may contain multiple-choice and true/false questions. Each quiz is worth 10 points. **Open book/open notes means that students may utilize a digital version of the textbook or print out their own book chapters and/or notes to use. Students are not allowed to work together or share resources to complete a module quiz.** These module quizzes assess student knowledge regarding module readings, PowerPoint (PPT) slides, and audio lectures. Module quizzes also help students review their knowledge of important concepts prior to the Midterm Exam or Final Exam.

Module quizzes are **independent student assignments. Outside assistance of any kind other than the open book/open notes allowance described above is strictly prohibited.** Additionally, copying or sharing questions in any format is strictly prohibited and will be considered a violation of the ETAMU Student Code of Conduct, MGT 585 Honor Code, and copyright law. Overall class results will be shared for quizzes and exams, but graded tests will not be returned. Quizzes and exams will be reviewed to ensure question quality and overall question performance. See Class Schedule and D2L for quiz dates.

**Exams:** A Midterm Exam and Final Exam are required for this course. The Midterm Exam covers Chapters 1, 2, 3, 4, 5, and 6. The Final Exam covers Chapters 7, 8, 9, 10, 11, 12, and 13. These exams are **proctored, closed book/closed notes**, and may contain multiple-choice and true/false questions. Each exam is worth 100 points and assesses student knowledge regarding module readings, PPT slides, and audio lectures. **Proctoring information for the Midterm and Final Exams will be shared in D2L.**

The Midterm and Final Exams are independent student assignments. **Outside assistance of any kind and copying/sharing questions in any format are strictly prohibited** and will be considered a violation of the ETAMU Student Code of Conduct, MGT 585 Honor Code, and copyright law. Overall

class results will be shared for quizzes and exams, but graded tests will not be returned. Quizzes and exams will be reviewed to ensure question quality and overall question performance. See the Class Schedule and the MGT 585 D2L course for exam dates as differences in timing may occur.

**Video Application Assessments:** Students will be required to watch a video in each module that relates to OB topics. After viewing the video, students must complete an assessment. Video application assessments may consist of multiple-choice or true/false questions. Each assessment is worth 7.5 points and evaluates student knowledge of video content and textbook material application. Video assessment applications are **open notes, not timed,** and **not proctored**. See the Class Schedule and the MGT 585 D2L course for due dates. ***Late work is not accepted.***

**Discussion Topic Post:** Students will be assigned to a group for organization purposes only and cannot be changed. **There are no group assignments in MGT 585.** During a specific week, members of a particular group will be responsible for completing one discussion topic post related to an assigned quote that is provided by the Professor. This means that each student in that group will individually react to the assigned quote and submit their assignment on their own. Grading of the Discussion Topic Post will be based on the Discussion Topic Evaluation Questions posted in the Getting Started section in the MGT 585 D2L course.

For a discussion topic post, students are **required to meet a Turnitin originality score of 20% or less** (not counting highlighted parts related to assignment headings, references, and correctly quoted material). Copying/sharing questions or answers in any format is strictly prohibited and will be considered a violation of the ETAMU Student Code of Conduct, MGT 585 Honor Code, and copyright law. More information will be provided in the MGT 585 D2L course. See the Class Schedule for due dates. ***Late work is not accepted.***

**Discussion Topic Evaluations:** During the semester, students who are grouped together (for organization purposes only) will individually complete evaluations of peer/student discussion topic posts. Students in the evaluation group will have access to a file (made available on Tuesday of the appropriate week) that contains multiple discussion topic posts, which are unattributed and identified only with a number. The student evaluator will then respond to a set of ten questions to assess each post. See the Discussion Topic Evaluation Questions posted in the Getting Started section in the MGT 585 D2L course.

Failing to evaluate all assigned posts will be treated similarly as an unanswered test question, and the overall grade for the assignment will receive lower points. Additionally, to encourage a critical analysis of the various discussion topic posts, **the student evaluator must ensure variation in the evaluations across all posts AND provide a brief reason for their score on each criteria/evaluation question.** If an evaluator marks all of the posts identically (e.g., all center marks, all top marks, all bottom marks, etc.) or if the evaluations are marked at random without justification and reasoning, the grade for the discussion topic evaluations may be reduced in points. These evaluations allow students to participate in peer-to-peer learning and critical thinking. More information will be

provided in D2L. See Class Schedule and the MGT 585 D2L course for due dates. **Late work is not accepted.**

### **GRADING FORMAT**

The course grading scale is: 90-100% A; 80-89% B; 70-79% C; 60-69% D; below 60% F. Students have one week to query a grade once posted. Once all grades are posted, they are final and will not be adjusted. Grades are based on a total of 500 points from the following items:

Module Quizzes	11 @ 10 pts	110 pts
Midterm Exam	1 @ 100 pts	100 pts
Final Exam	1 @ 100 pts	100 pts
Video Application Assessments	12 @ 7.5 pts	90 pts
Discussion Topic Post	1 @ 50 pts	50 pts
Discussion Topic Evaluations	1 set of multiple posts	50 pts
<b>Total</b>		<b>500 pts</b>

### **TECHNOLOGY REQUIREMENTS**

#### **CWID and Password**

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@etamu.edu.

#### **Technology-Related Issues**

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, an ETAMU campus open computer lab, etc.

#### **Minimal Technical Skills Needed**

Students will need reliable computer and internet access for this course. Students must be able to effectively use myLeo email, myLeo Online D2L, and Microsoft Office.

#### **Learning Management System (LMS) – D2L**

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

- View the [Learning Management System Requirements Webpage](#).
- Learn more on the [LMS Browser Support Webpage](#).

### **Turnitin**

MGT 585 will use Turnitin, an originality checker. Discussion Topic Posts must meet a 20% or less similarity threshold. Prior to a deadline, students can resubmit their assignment as many times as needed during the week it is due in order to meet the 20% or less threshold (**not counting highlighted parts related to assignment headings, references, and correctly quoted material**). It is the student's responsibility to allow enough time for resubmission of their assignment to Turnitin if their initial report did not meet the 20% or less threshold. An assignment not meeting the 20% or less threshold by the due date/time may earn a zero (no exceptions for procrastination, lack of planning, etc.).

### **Technical Support**

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 on the [Brightspace Support Webpage](#).

## **COURSE AND UNIVERSITY PROCEDURES/POLICIES**

### **Syllabus Change Policy**

The syllabus is a guide. Circumstances and events, such as student progress, may make it necessary for the instructor 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 online in the [Student Guidebook](#). Students should also consult the [Rules of Netiquette Webpage](#) for more information regarding how to interact with students in an online forum.

### **Interaction with Instructor**

If you have any questions or are having difficulties with the course material, please contact your instructor. Correspondence will always be through university email (your "myLeo" mail) and announcements in myLeo online (D2L). You will not RECEIVE email through D2L, so be sure to check your ETAMU email for communication. Students are encouraged to check university email daily.

#### **Include the Following in Emails with Instructor:**

- Course name and subject in the subject line;
- Salutation (Good afternoon, Dr. Jackson)
- Proper email etiquette (no "text" emails – use proper grammar and punctuation)
- Student name and CWID after the body of the email (possibly add to student signature on email)

### **Course Participation and ETAMU Attendance**

As this is an online course, submission takes the place of attendance and will be monitored closely by the instructor. Student online activity is monitored. Students are expected to participate each week. A student who does not participate in the class and complete requirements on time will find it difficult to fulfill his/her course obligations. D2L automatically maintains a log of when students open documents. For more information about the University's attendance policy, please view the [Attendance Webpage](#) and the [Class Attendance Policy](#).

### **Policy on Late Assignments and Makeups**

Late submissions continue to be a serious problem for students. Not fully enforcing deadlines is unfair to those students who sacrifice to meet deadlines. Because unexpected personal emergencies arise, technology fails, and other delays occur, students should make every effort to submit their work well in advance of any deadline. **You will earn ZERO points for late work.** All assignment submissions must be submitted to the designated area. To reiterate, late submissions will NOT be accepted. Computer problems, work issues, last-minute illnesses, and other such reasons do not qualify as valid excuses.

Exams and assessments are delivered online using D2L and involve a defined completion and submission window. As such, makeups are not permitted unless the student can document a personal medical emergency incapacitating oneself for the **ENTIRE DURATION** of the noted completion and/or submission window. Makeups are not permitted for any other reason.

### **Academic Integrity**

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

- [Graduate Academic Dishonesty University Procedure 13.99.99.R0.03](#)
- [Graduate Student Academic Dishonesty Form](#)
- [Graduate Student Academic Dishonesty University Procedure 13.99.99.R0.10](#)
- [Graduate Student Academic Dishonesty Form](#)

### **Use of Artificial Intelligence**

East Texas A&M University acknowledges that there are legitimate uses of Artificial Intelligence, ChatBots, or other software that has the capacity to generate text, or suggest replacements for text beyond individual words, as determined by the instructor of the course. Any use of such software must be documented. Any undocumented use of such software constitutes an instance of academic dishonesty (plagiarism). Individual instructors may disallow entirely the use of such software for individual assignments or for the entire course. Students should be aware of such requirements and follow their instructors' guidelines. If no instructions are provided the student should assume that the use of such software is disallowed. In any case, students are fully responsible for the content of any assignment they submit, regardless of whether they used an AI,

in any way. This specifically includes cases in which the AI plagiarized another text or misrepresented sources.

### **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**

East Texas A&M University Velma K. Waters Library Rm 162

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

Fax (903) 468-8148

Email: [studentdisabilityservices@etamu.edu](mailto:studentdisabilityservices@etamu.edu) Website: [Office of Student Disability Services](#)

### **Nondiscrimination Notice**

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

### **East Texas A&M Supports Students' Mental Health – Counseling Services**

The Counseling Center at East Texas A&M University, located in the Halladay Building, Room 203, offers counseling services, educational programming, and connection to community resources for students. Students have 24/7 access to the Counseling Center's crisis assessment services by calling 903-886-5145. For more information regarding Counseling Center events and confidential services, please visit [www.tamuc.edu/counsel](http://www.tamuc.edu/counsel)

### **Mental Health and Well-Being**

The university aims to provide students with essential knowledge and tools to understand and support mental health. As part of our commitment to your well-being, we offer access to Telus Health, a service available 24/7/365 via chat, phone, or webinar. Scan the QR code to download the app and explore the resources available to you for guidance and support whenever you need it.



### **IMPORTANT DATES AND INFORMATION**

Please be mindful not only of the important dates associated with this particular course but also of the important dates associated with related academic matters, such as registration dates, drop dates, etc. These can be found in the ETAMU Academic Calendar by clicking [here](#).

## MGT 585 CLASS SCHEDULE (Spring 2026)

Module Dates	Topics & Readings	PPT & Media	Class Requirements (All Deadlines are Central Time)
1	1/29-2/8 <b>Organizational Behavior</b> • Ch1: Intro. to Organizational Behavior	Audio Lecture, Video	Video 1 Application Assessment (Due 2/8, 11 pm) Module 1 Quiz (Due 2/8, 11 pm)
2	2/9-2/15 <b>Environmental Context</b> • Ch2: Globalization, Diversity, and Ethics	Audio Lecture, Video	Video 2 Application Assessment (Due 2/15, 11 pm) Module 2 Quiz (Due 2/15, 11 pm) Topic A Post by Group 1 (Due 2/15, 11 pm)
3	2/16-2/22 <b>Organizational Context (Part 1)</b> • Ch3: Design and Culture	Audio Lecture, Video	Video 3 Application Assessment (Due 2/22, 11 pm) Module 3 Quiz (Due 2/22, 11 pm) Topic B Post by Group 2 (Due 2/22, 11 pm) Topic A Evaluations by Group 4 (Due 2/22, 11 pm)
4	2/23-3/1 <b>Organizational Context (Part 2)</b> • Ch4: Reward Systems	Audio Lecture, Video	Video 4 Application Assessment (Due 3/1, 11 pm) Module 4 Quiz (Due 3/1, 11 pm) Topic C Post by Group 3 (Due 3/1, 11 pm) Topic B Evaluations by Group 5 (Due 3/1, 11 pm)
5	3/2-3/8 <b>Cognitive Processes (Part 1)</b> • Ch5: Personality, Perception, & Attitudes	Audio Lecture, Video	Video 5 Application Assessment (Due 3/8, 11 pm) Module 5 Quiz (Due 3/8, 11 pm) Topic D Post by Group 4 (Due 3/8, 11 pm) Topic C Evaluations by Group 6 (Due 3/8, 11 pm)
	3/9-3/15 <b>Spring Break</b>		
6	3/16-3/22 <b>Cognitive Processes (Part 2)</b> • Ch6: Motivational Needs, Processes, & Applications	Audio Lecture, Video	Video 6 Application Assessment (Due 3/22, 11 pm) Module 6 Quiz (Due 3/22, 11 pm) Topic E Post by Group 5 (Due 3/22, 11 pm) Topic D Evaluations by Group 7 (Due 3/22, 11 pm)
	<b>3/21-3/24</b> <b>MIDTERM EXAM: Chapters 1, 2, 3, 4, 5, and 6</b>		<b>Exam Opens 3/21, SATURDAY, 1 am</b> <b>Exam Closes 3/24, TUESDAY, 11 pm</b>
7	3/23-3/29 <b>Cognitive Processes (Part 3)</b> • Ch7: Positive OB and Psychological Capital	Audio Lecture, Video	Video 7 Application Assessment (Due 3/29, 11 pm) Module 7 Quiz (Due 3/29, 11 pm) Topic F Post by Group 6 (Due 3/29, 11 pm) Topic E Evaluations by Group 8 (Due 3/29, 11 pm)
8	3/30-4/5 <b>Dynamics of Organizational Behavior (Part 1)</b> • Ch8: Communication and Decision Making	Audio Lecture, Video	Video 8 Application Assessment (Due 4/5, 11 pm) Module 8 Quiz (Due 4/5, 11 pm) Topic G Post by Group 7 (Due 4/5, 11 pm) Topic F Evaluations by Group 1 (Due 4/5, 11 pm)
9	4/6-4/12 <b>Dynamics of Organizational Behavior (Part 2)</b> • Ch9: Stress and Conflict • Ch10: Power and Politics	Audio Lectures, Video	Video 9 Application Assessment (Due 4/12, 11 pm) Module 9 Quiz (Due 4/12, 11 pm) Topic H Post by Group 8 (Due 4/12, 11 pm) Topic G Evaluations by Group 2 (Due 4/12, 11 pm)
10	4/13-4/19 <b>Dynamics of Organizational Behavior (Part 3)</b> • Ch11: Groups and Teams	Audio Lecture, Video	Video 10 Application Assessment (Due 4/19, 11 pm) Module 10 Quiz (Due 4/19, 11 pm) Topic H Evaluations by Group 3 (Due 4/19, 11 pm)
11	4/20-4/26 <b>Managing &amp; Leading for High Performance (Part 1)</b> • Ch12: Behavioral Performance Management	Audio Lecture, Video	Video 11 Application Assessment (Due 4/26, 11 pm) Module 11 Quiz (Due 4/26, 11 pm)
12	4/27-5/1 <b>Managing &amp; Leading for High Performance (Part 2)</b> • Ch13: Effective Leadership Processes	Audio Lecture, Video	Video 12 Application Assessment (Due 5/1, 11 pm)
	<b>5/2-5/5</b> <b>FINAL EXAM: Chapters 7, 8, 9, 10, 11, 12, and 13</b>		<b>Exam Opens 5/2, SATURDAY, 1 am</b> <b>Exam Closes 5/5, TUESDAY, 11 pm</b>