



CLASSROOM: BA 109
MEETING TIME: Mondays 6:15-8:55 PM (CST)
SEMESTER DATES: January 29—May 8

Instructor: Dr. Stephanie S. Pane
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Office Hours: Tuesday/Thursday 11:00 AM-12:30 PM & 2:00-3:00 PM (BA 318) + Virtual
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REQUIRED TEXT:

Bauer, T., & Erdogan, B. (2021). *Organizational Behavior*, v. 4.0. ISBN (Digital-Flatworld): 978-1-4533-3767-7 (978145337660 ETAMU Bookstore).

***Earlier versions (2.0, 3.0, 3.1) of the text will also work for this class.**

***The TAMUC bookstore cost for the Access Card for the text (latest version): \$62.95.**

***The 4.0 version of this book (ISBN: 978-1-4533-3767-7) can be purchased directly from Flat World Knowledge (<https://catalog.flatworldknowledge.com/>) with the following available options:**

Student Formats and Costs:

- **BASIC Online Access: \$41.95 ***This \$41.95 option is acceptable for my class☺!!!**
- **Print & Basic Option: \$68.95**

****Go to <https://students.flatworldknowledge.com/engage/courses/2616401> to purchase your textbook in the affordable format of your choice or redeem your Digital All Access Pass code.**

COURSE OVERVIEW AND OBJECTIVES:

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. 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.

COB STUDENT LEARNING OBJECTIVES:

SLO 1A-Spoken Communication - Our graduates will be competent business communicators.

SLO 1B-Written Communication - Our graduates will be competent business communicators.

SLO 2A-Ethics – Our graduates will have the interpersonal competencies necessary to be effective business professionals.

SLO 2B-Global – Our graduates will have the interpersonal competencies necessary to be effective business professionals.

SLO 3-Decision Making - Our graduates will be effective business decision makers.

SLO 4-Planning, Organizing, Leading, Controlling - Our graduates will be proficient with following management skills: 4(a) Ability to analyze organizational plans and planning capabilities; 4(b) Ability to evaluate organizing capabilities and organizational structures; 4(c) Ability to comprehend different leadership styles in organizational context; 4(d) Ability to assess the progress and to take corrective action as a part of organizational control.

COB Student Learning Objectives (SLOs)	Course Outcomes - After successfully completing this course, students will be able to:	Measurement Methods (Outcome Assessments)
1B, 2A, 3, & 4C	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Topic Assignments • Case Analysis • Article Quizzes • Exams

COURSE FORMAT:

This course is entirely face-to-face, but we will utilize D2L to make sure that everyone can access the necessary course materials and information at all times. You will find the majority of the information and materials that you will need to complete the course in this syllabus and on the D2L course management website. PowerPoint slides will be available for each of the book chapters, under the “Course Materials” tab. **ALL** assignments will be posted on D2L, under the “Course Materials” tab. You should submit a hard copy of all of your work in class when it is due. Quizzes/Exams will be taken in class in paper-pencil (written) format.

COURSE SCHEDULE:

A course schedule is included on the sixth page of this syllabus.

SYLLABUS SUBJECT TO CHANGE STATEMENT:

I anticipate that we will follow the schedule I have outlined in this syllabus, but I may make adjustments based on what actually happens in class. I may also change the basis for the course grade (if I need to eliminate an assignment or something of that nature). If I do so, I will so inform you in writing. Remaining in the course after reading this syllabus will signal that you accept the possibility of changes and responsibility for being aware of them.

STATEMENT ON ACADEMIC INTEGRITY:

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 automatic failure (final course grade of F). An academic honesty policy has been posted under the “Course Materials” tab. You should read this document, initial it, and submit it to me via its corresponding “Assignment Submission Folder”.

SPECIAL NEEDS/REASONABLE ACCOMODATIONS:

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
StudentDisabilityServices@tamuc.edu

STUDENT WELLBEING:

The Counseling Center at A&M-Commerce, 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

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.

OPEN CARRY LEGISLATION:

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: (<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>) and/or consult your event organizer). 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 call 9-1-1).

UNIVERSITY'S PANDEMIC RESPONSE

Texas A&M-Commerce strongly recommends, but does not require, the use of face-coverings in all instructional and research classrooms/laboratories. This response may change as the semester progresses if state and university requirements change. Exceptions may be made by faculty where warranted. Faculty have management over their classrooms. Refusal to comply with state and university mandates can be reported to the Office of Students' Rights and Responsibilities as a violation of the student Code of Conduct.

Students should not attend class when ill or after exposure to anyone with a communicable illness. Communicate such instances directly with your instructor. Faculty will work to support the student getting access to missed content or completing missed assignments.

UNIVERSITY'S RESPONSE TO ARTIFICIAL INTELLIGENCE:

Texas A&M University-Commerce 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.

13.99.99.R0.03 Undergraduate Academic Dishonesty
13.99.99.R0.10 Graduate Student Academic Dishonesty

MGT 585 – Management and Organizational Behavior

TENETS OF COMMON BEHAVIOR STATEMENT:

All students enrolled at the university shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment (see current Student Handbook).

UNIVERSITY NONDISCRIMINATION STATEMENT:

Texas A&M University-Commerce is commitment to a safe, accepting environment for all students regardless of sexual orientation, gender identification, or gender expression.

A&M-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.

COURSE POLICIES AND INSTRUCTOR EXPECTATIONS:

Students are required to meet the expectations listed below.

- **Professional Behavior:** It is important that you maintain a professional demeanor at all times, including during “electronic communication”. Texas A&M-Commerce expects this from you, as do current and future employers. Since so much communication in the workplace is “electronic” nowadays, this course will be a good place to practice interacting in a manner appropriate to a professional setting. In particular, take special care when posting and responding to discussion board questions.
- **Regular-Timely Attendance and Participation:** You are expected to attend class and log onto D2L regularly.
- **Assignments:**
 1. **Submitted assignments must be correctly formatted and free of grammatical and stylistic errors.** Students in MGT 585 should have at least some skill with software for word processing, spreadsheets, databases, graphics, and presentations, and with web browsers and search engines. Spelling and grammatical errors will detract from your grade!
 2. **Assignments must be turned in on time.** Assignments are due at the **date** and **time** listed. All work and assignments for the entire course will be available on the first day of class. While the syllabus designates specific dates for which work is assigned, you do not have to wait until the “assigned” date to start working on it. Start working on each assignment as soon as you possibly can and make sure that you have the all assignments submitted by the specified due dates. I have outlined a “suggested” schedule that I think would help you maintain a good pace, but you don’t have to follow it. However, you **MUST** turn in all written assignments **ON TIME**. You will have until **class time** to submit the work that is listed in the far right, “Work Due” column of the course schedule provided on the sixth page of this syllabus.
 3. **Assignments must be complete.** You must complete and submit all components at the specified due date and time to receive credit for the assignment.
 4. **Please submit assignments in a format that is compatible with Microsoft Office.**
- **Back-ups Are Required:** You are required to back up all your assignments. If work is lost due to insufficient back-up, you will not have the opportunity to recreate and submit at a later time.
- **E-mail:** Students must routinely check e-mail sent to his or her **Texas A&M-Commerce account**. This is my primary mechanism for communicating to the class and is the **BEST** way to reach me.
- **Make-up Exams or Late Assignments Will Only Be Accepted If You Obtain University Approved Documentation for Your Excuse:** There are no make-up assignments for poor performance on a previous assignment.
- **Changes to Schedule:** While I plan to stick to the class schedule, there might be occasions to modify the schedule. In these cases, all changes will be announced via D2L and e-mail. It is your responsibility to become aware of any such changes.

GRADE COMPONENTS:

Component	Type	Point Value	% Value
Written Assignments (3 @ 50 Points Each)	Individual	150 points	30%
Exams (2 @ 100 Points Each)	Individual	200 points	40%
Case Analysis Assignment	Individual	50 points	10%
Presentation	Individual	100 points	20%
Course Total		500 points	100%

GRADING SCALE:

A	90 – 100%	450-500 points	D	60-69%	300-349 points
B	80 – 89%	400-449 points	F	Below 60%	Less than 300 points
C	70-79%	350-399 points			

Incomplete - Must be previously agreed upon by student and instructor.

Withdrawal - Must be initiated by the student administratively.

WRITTEN ASSIGNMENTS:

You will be required to complete three assignments focusing on different topics that we will cover in this course. The topics you will complete assignments for include: (1) individual behavior, (2) communication, and (3) leadership. Each assignment is worth 50 points (10% of your course grade), for a total of 150 points (a total of 30% of your course grade). The instructions for each of these assignments will be handed out in class AND posted under the "Course Materials" tab in D2L, in documents with titles that correspond to the topic.

EXAMS:

The midterm and final exams will test your comprehension of the assigned text via multiple-choice questions. The midterm exam will cover the material from the first half of the course and the final exam will cover the material from the second half of the course. These exams will be administered in class. Each exam will be comprised of 50 multiple-choice questions and is worth 100 points (10% of your course grade).

CASE ANALYSIS ASSIGNMENT:

At the end of the semester, you will be required to analyze a case that will be provided to you in class AND in D2L. The casework is worth a total of 50 points (10% of your course grade). Specific instructions, entitled "Case Instructions", for the case will be handed out in class AND posted on D2L, under the "Course Materials" tab. The analysis should be submitted in class. A grading rubric for the case assignment can be found at the end of this syllabus.

PRESENTATION:

At the end of the semester, students will deliver a presentation to the class discussing the OB topic that they believe is the most critical to the effective functioning of an organization. They will use reference support to back up their stance and create PPT slides to use as a visual aid during their oral presentation. This assignment is worth 100 points (20% of your course grade). A grading rubric for the case assignment can be found at the end of this syllabus.

CLASS ATTENDANCE & PARTICIPATION:

Attendance and participation is critical to gaining the most you possibly can from this course. I suggest that you attend class each week and log onto the D2L site for this course **SEVERAL TIMES** a week.

- ❖ **IF YOU EVER FEEL AS IF YOU NEED TO MEET WITH ME OR SPEAK OVER THE PHONE IN ORDER TO CLARIFY ANYTHING, E-MAIL ME IN ORDER TO SET UP AN APPOINTMENT.**

WEEK & DATE (MONDAY)	WORK ASSIGNED: READINGS, ASSIGNMENTS, & EXAMS	WRITTEN WORK DUE: BY CLASS ON THIS DAY
1. February 2 (M)	T: Chapter 1—Organizational Behavior **Read, Initial, & Submit the Honesty Policy This Week	
2. February 9 (M)	T: Chapter 3—Individual Differences and Perception T: Chapter 4—Attitudes and Behaviors	
3. February 16 (M)	T: Chapter 5—Theories of Motivation T: Chapter 6—Designing a Motivating Work Environment	Individual Behavior Assignment Due (2-16-26)
4. February 23 (M)	T: Chapter 7—Stress and Emotions T: Chapter 8—Communication	
5. March 2 (M)	Midterm Exam—In Class on March 2nd	
March 9-13 (M-F)	S P R I N G B R E A K W E E K !!!	
6. March 16 (M)	T: Chapter 9—Groups and Teams	Communication Assignment Due (3-16-26)
7. March 23 (M)	T: Chapter 10—Conflict and Negotiation	
8. March 30 (M)	T: Chapter 11—Decision Making and Creativity T: Chapter 12—Leading	
10. April 6 (M)	T: Chapter 13—Power, Influence, and Politics	Leadership Assignment Due (4-6-26)
11. April 13 (M)	T: Chapter 14—Organizational Structure and Change	
12. April 20 (M)	T: Chapter 15—Organizational Culture	Case Due (4-20-26)
13. April 27 (M)	COURSE WRAP UP & PRESENTATION	Presentation Due (4-27-26)
14. May 4-8 (M-F)	FINALS WEEK—Final Exam—In Class	University Will Set Final Exam Schedule

- ❖ **THIS WEEKLY SCHEDULE IS TENTATIVE.**
- ❖ **T: ASSIGNED TEXT BOOK FOR THE COURSE**

Assignment Grading Rubrics

Individual Behavior Assignment

- Students will receive points for how thoroughly they discuss the match between their personality and their job and their utilization of articles/references to support their discussion. The following rubric will be used to assess the assignment.

	Far Exceeds Standards	Exceeds Standards	Meets Standards	Fails to Meet Standards
<p>Depth and Quality of Discussion I will consider how detailed your discussion is and how far into depth you go.</p> <p>Score:</p>	Thoroughly discusses and evaluates the personality dimension selected, providing convincing arguments (3+ pages).	Discusses and evaluates the personality dimension selected, providing convincing arguments, but could have gone into a bit more depth (2 – 2.5 pages).	Discusses and evaluates the personality dimension selected, providing convincing arguments, but could have gone into much more depth (1.5 - 2 pages).	Fails to discuss and evaluate a valid personality dimension, does not provide convincing arguments, and lacks a significant degree of depth (1 page or less).
	(23-25)	(20-22)	(18-19)	(0-17)
<p>Reference Support The more reference support you use, the better. The quality of the journals is also important.</p> <p>Score:</p>	Research from at least <u>three</u> journal articles or books provided strong support. Most of the journal articles used came from <u>top-tier</u> journals.	Research from at least <u>three</u> journal articles or books provided strong support. The journal articles used came from <u>good quality</u> journals.	Research from at least <u>two</u> journal articles or books provided solid support. The articles that were used came from <u>lower-level</u> journals.	Fails to support the knowledge associated with issue. No journal articles were cited or the 1-2 articles that were used came from <u>low-level</u> journals or <u>websites</u> .
	(23-25)	(20-22)	(18-19)	(0-17)
Total Score:	___ out of 50			

Communication Assignment

- Students will receive points for how thoroughly they discuss their communication style and their utilization of articles/references to support their discussion. The following rubric will be used to assess the assignment.

	Far Exceeds Standards	Exceeds Standards	Meets Standards	Fails to Meet Standards
<p>Depth and Quality of Discussion I will consider how detailed your discussion is and how far into depth you go.</p> <p>Score:</p>	Thoroughly discusses and evaluates the communication style; strengths and weaknesses, etc. (3+ pages).	Discusses and evaluates the communication style; strengths and weaknesses, etc., but could have gone into a bit more depth (2 – 2.5 pages).	Discusses and evaluates the communication style; strengths and weaknesses, etc., but could have gone into much more depth (1.5-2 pages).	Fails to discuss and evaluate the communication style and lacks a significant degree of depth (1 page or less).
	(23-25)	(20-22)	(18-19)	(0-17)

Reference Support The more reference support you use, the better. The quality of the journals is also important. Score:	Research from at least <u>three</u> journal articles or books provided strong support. Most of the journal articles used came from <u>top-tier</u> journals. (23-25)	Research from at least <u>three</u> journal articles or books provided strong support. The journal articles used came from <u>good quality</u> journals. (20-22)	Research from at least <u>two</u> journal articles or books provided solid support. The articles that were used came from <u>lower-level</u> journals. (18-19)	Fails to support the knowledge associated with issue. No journal articles were cited or the 1-2 articles that were used came from <u>low-level</u> journals or <u>websites</u> . (0-17)
Total Score:	___ out of 50			

Leadership Assignment

- Students will receive points for how thoroughly they discuss their leadership style, how this type of leadership can be beneficial, and how it has worked in a past situation. Their utilization of articles/references to support their discussion will also be assessed. The following rubric will be used to assess the assignment.

	Far Exceeds Standards	Exceeds Standards	Meets Standards	Fails to Meet Standards
Quality of Discussion I will consider how well you analyzed the leadership style. Score:	Provided a very thorough, well-crafted discussion of the leadership style and its benefits (3+ pages). (23-25)	Provided a thorough, well-crafted discussion of the leadership style and its benefits (2 – 2.5 pages). (20-22)	Provided an acceptable discussion of the leadership style and its benefits (1.5 - 2 pages). (18-19)	Fails to provide an acceptable discussion of the leadership style and its benefits (1 page or less). (0-17)
Reference Support The more reference support you use, the better. The quality of the journals is also important. Score:	Research from at least <u>three</u> journal articles or books provided strong support. Most of the journal articles used came from <u>top-tier</u> journals. (23-25)	Research from at least <u>three</u> journal articles or books provided strong support. The journal articles used came from <u>good quality</u> journals. (20-22)	Some parts of the discussion lacked support from the research presented in journal articles. The articles That were used came from <u>lower-level</u> journals. (18-19)	Fails to support the knowledge associated with issue at hand. No journal articles were cited or the articles that were used came from <u>low-level</u> journals or <u>websites</u> . (0-17)
Total Score:	___ out of 50			

Case Analysis Assignment

	Issue [1 Point Per Issue]	Evidence from Case [1-3 Points Each]	Recommendation [1-3 Points Each]	Reference Support [1-3 Points Each]
1				
2				
3				
4				
5				
Total				

Presentation

	Far Exceeds Standards	Exceeds Standards	Meets Standards	Fails to Meet Standards
Discussion of Why the Selected OB Topic Is the Most Important to an Organization's Performance and Success Score:	Did an EXCELLENT job of thoroughly and convincingly discussing the importance of the selected OB topic. (36-40)	Did a GOOD job of thoroughly and convincingly discussing the importance of the selected OB topic. (32-35)	Did an ADEQUATE job of thoroughly and convincingly discussing the importance of the selected OB topic. (28-31)	Did NOT thoroughly discuss the importance of the selected OB topic or didn't select an actual OB topic. (0-27)
Literature Review of the OB Topic Score:	Empirical research from multiple journal articles provided support for why the topic was selected; Journal articles used came from top-tier journals. (27-30)	Empirical research from a few journal articles provided support for why the topic was selected; Journal articles used came from good quality journals. (24-26)	Empirical research from a journal article provided support for why the topic was selected; Journal article used came from a decent quality journal. (21-23)	No empirical research from a journal article was used to support why the topic was selected; Some web-based sources may have been used. (0-20)
Presentation Score:	Excellent—Very professional PPT slides; Very well-prepared and delivered. (27-30)	Good—Professional PPT slides; Well-prepared and delivered. (24-26)	Average—Slides could be more professional and presenter could be more prepared. (21-23)	Poor—Slides were not professional and the presenter was not prepared. (0-20)
Total Score:	___ out of 100			

Midterm and Final Exams

- Exams consist of 50 multiple choice items/questions. For each question, there is one **BEST** answer. Students will receive 2 points for each question they answer correctly.