



MGT 585 Management & Organizational Behavior Summer 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

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 4.

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 3-4 (**Note:** Webcam required for proctored exams)

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 date.
- Within stated open/close times, Module 1 spans five days, and Modules 2-6 span six days.
- Previous modules remain open, but late submissions for prior work are not allowed.

- **See the Class 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 (see Class 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

Chapter Quizzes: Chapter quizzes are **open book/open notes**, may contain multiple-choice and true/false questions, and are **not timed**. 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 chapter quiz.** These chapter quizzes assess student knowledge regarding textbook readings, PowerPoint (PPT) slides, and audio lectures. Chapter quizzes also help students review their knowledge of important concepts prior to Exams 1, 2, and 3.

Chapter 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: Three exams are required for this course. Exam 1 covers Chapters 1, 2, 3, and 4. Exam 2 covers Chapter 5, 6, 7, and 8. Exam 3 covers Chapters 9, 10, 11, 12, and 13. Each exam is **timed (one hour limit)**, **proctored**, and **closed book/closed notes**. Exams contain 50 questions (multiple-choice and true/false) worth 2 points each and assess student knowledge regarding textbook readings, PPT slides, and audio lectures. **Exams 1, 2, and 3 are proctored using Respondus Monitor, which includes Respondus Lockdown Browser with Webcam Monitoring.** Students are required to review

the Respondus Monitor Protocols in the Getting Started section and complete the Respondus Monitor Pretest in Module 2 prior to taking the first exam.

All exams in MGT 585 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 (VAA): Students will be required to watch videos in each module that relate to OB topics. After viewing each video, students must complete an assessment. Video Application Assessments (VAA) 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 Application Assessments 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.**

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:

Chapter Quizzes	11 @ 10 pts	110 pts
Exams	3 @ 100 pts	300 pts
Video Application Assessments (VAA)	12 @ 7.5 pts	90 pts
Total		500 pts

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](#).

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 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

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 (Summer 2026)

Module Dates	Topics & Readings	PPT & Media	Class Requirements (All Deadlines are Central Time)
1 6/1-6/5	Organizational Behavior & Environmental Context <ul style="list-style-type: none"> Ch1: Intro. to Organizational Behavior Ch2: Globalization, Diversity, and Ethics 	PPTs, Audio Lectures, Videos	Read Chapters 1 and 2 Review Ch1 and Ch2 PPT Slides/Audio Lectures Watch Ch1 Video Complete Ch1 VAA (Due 6/5, 11 pm) Take Ch1 Quiz (Due 6/5, 11 pm) Watch Ch2 Video Complete Ch2 VAA (Due 6/5, 11 pm) Take Ch2 Quiz (Due 6/5, 11 pm)
2 6/5-6/10	Organizational Context <ul style="list-style-type: none"> Ch3: Design and Culture Ch4: Reward Systems 	PPTs, Audio Lectures, Videos	Read Chapters 3 and 4 Review Ch3 and Ch4 PPT Slides/Audio Lectures Watch Ch3 Video Complete Ch3 VAA (Due 6/10, 11 pm) Take Ch3 Quiz (Due 6/10, 11 pm) Watch Ch4 Video Complete Ch4 VAA (Due 6/10, 11 pm) Take Ch4 Quiz (Due 6/10, 11 pm)
6/10-6/13	EXAM 1: Chapters 1, 2, 3, 4		Exam 1 Opens 6/10, WEDNESDAY, 1 am Exam 1 Closes 6/13, SATURDAY, 11 pm
3 6/10-6/15	Cognitive Processes <ul style="list-style-type: none"> Ch5: Personality, Perception, & Attitudes Ch6: Motivational Needs, Processes, & Applications 	PPTs, Audio Lectures, Videos	Read Chapters 5 and 6 Review Ch5 and Ch6 PPT Slides/Audio Lectures Watch Ch5 Video Complete Ch5 VAA (Due 6/15, 11 pm) Take Ch5 Quiz (Due 6/15, 11 pm) Watch Ch6 Video Complete Ch6 VAA (Due 6/15, 11 pm) Take Ch6 Quiz (Due 6/15, 11 pm)
4 6/15-6/20	Positive Organizational Behavior <ul style="list-style-type: none"> Ch7: Positive OB and Psychological Capital Ch8: Communication and Decision Making 	PPTs, Audio Lectures, Videos	Read Chapters 7 and 8 Review Ch7 and Ch8 PPT Slides/Audio Lectures Watch Ch7 Video Complete Ch7 VAA (Due 6/20, 11 pm) Take Ch7 Quiz (Due 6/20, 11 pm) Watch Ch8 Video Complete Ch8 VAA (Due 6/20, 11 pm) Take Ch8 Quiz (Due 6/20, 11 pm)
6/20-6/23	EXAM 2: Chapters 5, 6, 7, 8		Exam 2 Opens 6/20, SATURDAY, 1 am Exam 2 Closes 6/23, TUESDAY, 11 pm
5 6/20-6/25	Organizational Behavior Dynamics <ul style="list-style-type: none"> Ch9: Stress and Conflict Ch10: Power and Politics Ch11: Groups and Teams 	PPTs, Audio Lectures, Videos	Read Chapters 9, 10, and 11 Review Ch9-11 PPT Slides/Audio Lectures Watch Ch9-10 Video Complete Ch9-10 VAA (Due 6/25, 11 pm) Take Ch9-10 Quiz (Due 6/25, 11 pm) Watch Ch11 Video Complete Ch11 VAA (Due 6/25, 11 pm) Take Ch11 Quiz (Due 6/25, 11 pm)
6 6/25-6/30	Managing & Leading <ul style="list-style-type: none"> Ch12: Behavioral Performance Management Ch13: Effective Leadership Processes 	PPTs, Audio Lectures, Videos	Read Chapters 12 and 13 Review Ch12 and Ch13 PPT Slides/Audio Lectures Watch Ch12 Video Complete Ch12 VAA (Due 6/30, 11 pm) Take Ch12 Quiz (Due 6/30, 11 pm) Watch Ch13 Video Complete Ch13 VAA (Due 6/30, 11 pm)
6/29-7/2	EXAM 3: Chapters 9, 10, 11, 12, 13		Exam 3 Opens June 29, MONDAY, 1 am Exam 3 Closes July 2, THURSDAY, 11 pm