



OLT 516: Fundamental of Work Engagement

COURSE SYLLABUS: FALL 2026

INSTRUCTOR INFORMATION

Instructor: Tony Lee, Ph.D.

Online Office Hours: Virtual daily (M-F) by appointment

Office Phone: 903-662-1583 [Personal]; 903-886-5618 [Main]

Office Location: Virtual [<https://tamuc.zoom.us/j/9740924769>]

University Email Address: Tony.Lee@etamu.edu

Preferred Form of Communication: Email or Zoom

Communication Response Time: Within 48-hour on weekdays

COURSE INFORMATION

Textbook Required:

- Bakker, A. B., & Leiter, M. B. (2010). *Work engagement: A handbook of theory and research*. Taylor & Francis Group

Note: Students can access the online textbook through ETAMU Water Library's database using either one of the links below:

https://tamuc.primo.exlibrisgroup.com/permalink/01TEXAM_COM/17dpga3/alma991006496748406041

Recommended:

- American Psychological Association. (2019). *Publishing manual of the American Psychological Association* (7th ed.). Washington, DC: Author.

Course Description

This course examines the theory, research, and practice of work engagement in contemporary organizations. Students will explore the psychological, organizational, and leadership factors that influence employee engagement and well-being while critically examining current research, measurement approaches, and evidence-based interventions. The focus is placed on applying work engagement principles to organizational development, leadership, talent

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development, and human resource practices that enhance individual and organizational performance.

Learning Outcomes:

At the end of this course, engaged students will be able to:

1. Explain the theoretical foundations, concepts, and dimensions of work engagement and distinguish work engagement from related organizational constructs.
2. Critically evaluate current theories and empirical research on work engagement.
3. Analyze the individual, team, leadership, and organizational factors that influence employee engagement and well-being.
4. Evaluate methods used to assess work engagement and interpret engagement-related research findings.
5. Design evidence-based organizational development, leadership, and talent development strategies that promote work engagement.
6. Synthesize current research to recommend policies and practices that enhance employee engagement, organizational effectiveness, and employee well-being.

COURSE REQUIREMENTS

Course Expectations and Participation:

- Active participation in this web-based course is expected. It is recommended that students log in to the course module weekly to stay on track with the assigned reading material, discussion posts, assignments, and project.
- Students are expected to take an active learning approach in this course and engage in the course content to positively impact the learning experience for everyone.
- Complete all discussion posts, assignments, and papers by deadlines.
- Incorporate knowledge gained from the text, personal experiences, peers' feedback, and other resources to formulate ideas for your responses.

Students who enroll at East Texas A&M University will have access to an email account via myLeo. All instructors' emails sent from D2L (including all other university official emails) will go to students' myLeo email account so students need to check their account regularly. Students are also encouraged to email their instructor using the myLeo email.

Course Assessments

This course consists of a series of module assignments and assessments designed to help students achieve the course learning outcomes. In each module, students will work on a combination of readings, discussions, journal articles, videos, and/or self-study research.

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Course Grades

Grading Policy: The course grade consists of

Discussion Post (6 total)	600 pts
Reflection Paper (1 total)	100 pts
Final Project	800 pts
Total:	1500 pts

Grading Scale:

A = 1350 – 1500, B = 1200 – 1349, C = 1050 – 1179, D = 900 – 1049, F = 899 or Below

TECHNOLOGY REQUIREMENTS

LMS

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 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

Zoom Video Conferencing Tool

https://inside.tamuc.edu/campuslife/CampusServices/CITESupportCenter/Zoom_Account.aspx?source=universalmenu

ACCESS AND NAVIGATION

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

Note: Personal computer and internet connection problems do not excuse the requirement to complete all coursework in a timely and satisfactory manner. Each student needs a backup plan to handle 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.

COMMUNICATION AND SUPPORT

The syllabus/schedule are subject to change.

If students have any questions or are having difficulties with the course material, please contact their instructor.

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 here:

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

Interaction with Instructor Statement

The instructor is available via email, Zoom or Microsoft Teams. Personal concerns involving a private issue, grades, student progress, etc. should be addressed privately to the instructor via private email, Zoom or telephone. Instructor's communication response time to emails will, in most instances, be within 24 - 48 hours during the work week.

COURSE AND UNIVERSITY PROCEDURES/POLICIES

Course Specific Procedures/Policies: Attendance Policy

Students are expected to "attend class" and actively participate in all course content, assignments, discussions, and projects. The instructor will monitor each student's participation activity.

Late Work

Module assignments and/or projects must be submitted to the designated folders during the open and closing dates. Unless a student has a legitimate excuse, assignments and/or projects submitted after the deadline will lose points based on the amount of time elapsed. There are circumstances outside one's control that might impact the timely submission of assignments, such as jury duty, hospitalization, or a funeral of a family member. In these instances, the student should notify the instructor as soon as possible.

Drop Course Policy

Students should take responsibility for dropping themselves from the course according to University policy should it become necessary.

Syllabus Change Policy

The syllabus is a guide. Circumstances and events, such as students' 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 or as soon as the changes have been made.

The syllabus/schedule are subject to change.

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](#).

<https://inside.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: <https://www.britannica.com/topic/netiquette>

ETAMU 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>

Academic Integrity

Students at East Texas A&M University 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:

Graduate Students Academic Integrity Policy and Form:

<https://inside.tamuc.edu/aboutus/policiesProceduresStandardsStatements/rulesProcedures/13students/graduate/13.99.99.R0.10.pdf>

[Graduate Student Academic Dishonesty Form](#)

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 students have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services

East Texas A&M University

Velma K. Waters Library- Room 162

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

Fax (903) 468-8148

Email: studentdisabilityservices@etamu.edu

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Website: [Office of Student Disability Resources and 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 East Texas A&M University 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 campus 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 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 University Supports Students' Mental Health

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 <https://www.etamu.edu/counseling-center/>

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.

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<http://telusproduction.com/app/5108.html>

AI use policy

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 instructors 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.R0.10 Graduate Student Academic Dishonesty