



**DIVISION OF BUSINESS**

**COURSE SYLLABUS: MGMT 5325.1, Organizational Development and Behavior, Summer 2008, Virtual Campus**

<b>Instructor:</b>	<b>Dr. Steven W. Reid,</b>
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<b>Office Hours:</b>	<b>Virtual office hours – Will access Blackboard and E-mail 3X daily</b>
<b>Class Hours:</b>	<b>Asynchronous online instruction</b>
<b>Class Location:</b>	<b>Blackboard</b>

**DESCRIPTION:** Management of individual and team behavior in complex work organizations with emphasis on models of individual performance and effectiveness, work-related stress, communications, and conflict. An introduction to models of organizational change and development, including current practice and techniques, in addition to an examination of management of individual, interpersonal, and intergroup relations.

**PREREQUISITE(s):** MGMT 5305.

**TEXTBOOK:**

<b>BOOK</b>	<b>AUTHOR</b>	<b>ED</b>	<b>YEAR</b>	<b>PUBLISHER</b>	<b>ISBN#</b>	<b>REVIEW</b>
<a href="#"><u>Organizational Behavior – with 3.3 CD</u></a>	Robbins & Judge	12th	2007	Pearson	0131890956	Spring 10

**OUTCOME COMPETENCIES:**

Upon completion of this course the student should be able to:

- Demonstrate an understanding of organization development and identify the need for change and renewal.
- Analyze organization culture and hypothesize on the behavior of individuals in an organization.
- Analyze the factors contributing to an accelerating rate of change, and make recommendations to enable individuals and groups to cope with change.
- Role-play an OD consultant.
- Research system parameters and recognize symptoms, problems, and causes to change programs, and recommend strategies that can increase motivation to change.
- Identify the range of 3 major OD intervention techniques and how they may be applied.
- Compare team problems and why teams may not be operating at optimum capacity.
- Contrast organization transformation (OT) in relation to the change process.

## **COURSE REQUIREMENTS AND EVALUATION:**

**Attendance Policy:** Attendance is very important to your success in this class. In the event of an absence, it is the student's responsibility to contact the instructor. Absences will affect your grade, as lectures, class exercises, and other activities cannot be replicated. More than three absences will result in a failing grade for the course.

### **Grading Criteria:**

Mid-term Exam	15%
Weekly Written (Homework)	15%
Class Participation	25%
Research Paper	30%
Final Exam	15%

### **Grading Scale:**

100-90	A
89-80	B
79-70	C
69-60	D
Below 60	F

W= Approved Withdrawl  
WP= Approved Withdrawl Passing  
WF= Withdrawl Failing  
I=Incomplete

**Class Participation:** Class participation is a very important part of education. This class requires active class participation. Many classes begin with a basic question that appears clear-cut, and the class participation is what helps add to the complexity that is critical for solving problems and understanding processes. Students are strongly encouraged to participate in class.

### **Other Important Information:**

1. Homework is due at the beginning of each class.
2. Late homework will result in a lower grade.
3. Written work is graded on the basis of content first, but also on the quality of grammar and punctuation.
4. All written assignments should be 12-point type, double-spaced and using APA Manuscript Writing Style.
5. Questions concerning grades received should be resolved within one week after the assignment has been returned.
6. Unless noted as a group assignment, all work should be original work of the individual student.
7. Academic honesty is expected of all my students. Plagiarism, cheating, and other acts that lack academic honesty may result in a zero grade on the particular assignment.
8. Students will need to use the Internet to access some assignments.
9. Cell phones and pagers must be placed on vibrate or silent mode.
10. Please do not bring children to class.
11. Always contact the professor if you need assistance.

**Special Needs/Accommodations:** "It is university policy that no otherwise qualified disabled person be excused from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the University. Students should inform the instructor of existing disabilities at the first class meeting. The dean of students serves the university as coordinator of activities for the handicapped and should be contacted concerning initial enrollment, scheduling, and other arrangements. It is to the student's advantage to initiate contact with the dean of students' office as soon as possible before registration to ensure adequate time for assistance."

**Article Presentations:** In order to better understand and participate in the stages of the study of management, students will be required to bring examples of relevant topics to class. The format for the articles will be described in class and when presented they will be graded based upon quality and relevance to the topic being discussed. They may also be graded upon the amount of class discussion that ensues when the summary is presented. Articles will be judged based on the quality of the source of information as well. Length of the individual presentations will be discussed when each assignment is made.

**Term Paper:** Students will complete one research paper for this class. The paper should be a minimum of ten pages of content, excluding coversheet, abstract and references, and should utilize at least ten references. Students will present a summary of this paper to the class. Papers must utilize APA format. Topics for papers must also be pre-approved by the professor. Papers must be submitted through Safe Assignment prior to grading.

**STATEMENTS:** “This class will adhere to zero tolerance for using someone else’s work as your own. “Students are responsible for reading, understanding, obeying, and respecting all academic policies, with added emphasis being placed upon academic progress policies, appearing in the Wayland Baptist University Academic Catalog applicable to their curriculum and/or program of study.”

### **Assignments:**

#### **Week 1**

Overview of class content and course requirements. Review syllabus assignments and grading criteria. Read Chapter 1-3 in Organization Behavior, complete: Chapter 1-

- Questions for Review #7
- Questions for Critical review #5 (Page 36)
- Complete Ethical Dilemma (Page 37) on Discussion Board during Week 1.

Chapter 2-

- Questions for Review #3 (Page 66)
- Questions for Critical Review #2 (Page 66)
- Complete Case Incident #1 (Page 67) on Discussion Board during Week 1

Chapter 3-

- Questions for Review #6 (Page 95)
- Questions for Critical Review #3 (Page 95)
- Complete Case Incident #1 (Page 97) on Discussion Board during Week 1

#### **Week 2**

Read Chapters 4-5 in Organization Behavior  
Article presentations.

Chapter 4-

- Question for Review #10 (Page 136)
- Question for Critical Review #1 (Page 136)
- Complete Ethical Dilemma (Page 137) on Discussion Board during Week 2

Chapter 5-

- Questions for Review #3 (Page 177)
- Questions for Critical Review #3 (Page 177)
- Complete Ethical Dilemma (Page 178) on Discussion Board during Week 2

### **Week 3**

Read Chapters 6-7 in Organizational Behavior.  
Article presentations.

#### Chapter 6-

- Questions for Review #1 (Page 216)
- Question for Critical Review #3 (Page 216)
- Complete Case Incident #2 (Page 218) on Discussion Board during Week 3

#### Chapter 7-

- Question for Review #10 (Page 250)
- Question for Critical Review #2 (Page 250)
- Complete Case incident #2 (Page 253) on Discussion Board during Week 3

### **Week 4**

Read Chapters 8-10 in Organizational Behavior.  
Article presentations.

#### Chapter 8-

- Question for Review #8 (Page 289)
- Question for Critical Review #4 (Page 289)
- Complete Ethical Dilemma (Page 290) on Discussion Board during Week 4

#### Chapter 9-

- Question for Review #9 (Page 329)
- Question for Critical Review #5 (Page 329)
- Complete Case Incident #2 (Page 331) on Discussion Board during Week 4

#### Chapter 10-

- Question for Review #2 (Page 359)
- Question for Critical Review #1 (Page 359)
- Complete Case Incident #2 (Page 361) on Discussion Board during Week 4

### **Week 5**

Read Chapters 11-12 in Organizational Behavior.  
Article presentations.

#### Chapter 11-

- Question for Review #5 (Page 395)
- Question for Critical Review #5 (Page 395)
- Complete Case Incident #1 (396) on Discussion Board during Week 5

#### Chapter 12-

- Question for Review #1 (Page 421)
- Question for Critical Review #1 (Page 421)
- Complete Ethical Dilemma (Page 422) on Discussion Board during Week 5

**Week 6** **Mid-Term Exam** over Chapters 1-12. Complete Case #4 (Pages 703-705) “Wal-mart’s World”. Review Chapter 13 in Organizational Behavior.

**Week 7** Read Chapters 13-15 in Organizational Behavior. Article presentations.

Chapter 13-

- Question for Review #1 (Page 460)
- Question for Critical Review #2 (Page 460)
- Complete Ethical Dilemma (Page 461) on Discussion Board during Week 7

Chapter 14-

- Question for Review #1 (Page 495)
- Question for Critical Review #2 (Page 495)
- Complete Case Incident #2 (Page 497) on Discussion Board during Week 7

Chapter 15-

- Question for Review #1 (Page 530)
- Question for Critical Review #1 (Page 530)
- Complete Ethical Dilemma (Page 531) on Discussion Board during Week 7

**Week 8** Read Chapters 16-17 in Organizational Behavior. Article presentations.

Chapter 16-

- Question for Review #5 (Page 565)
- Question for Critical Review #1 (Page 565)
- Complete Ethical Dilemma (Page 566) on Discussion Board during Week 8

Chapter 17-

- Question for Review #2 (Page 598)
- Question for Critical Review #4 (Page 598)
- Complete Case Incident #1 (Page 600) on Discussion Board during Week 8

**Week 9** Read Chapters 18-19 in Organizational Behavior.

Chapter 18-

- Question for Review #5 (Page 635)
- Question for Critical Review #1 (Page 635)
- Complete Case Incident #2 (Page 637) in Discussion Board during Week 9

Chapter 19-

- Question for Review #1 (Page 679)
- Question for Critical Review #3 (Page 679)
- Complete Case Incident #1 (Page 680) on Discussion Board during Week 9

- Week 10**                      Written research paper and presentations due. Review chapters 13-19. Complete Case #7 (Page 712- 714).
- Week 11**                      Final Exam, Chapters 13-19. Course wrap up.

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**Brief Bio:**

Dr. Reid earned his Bachelor degree from the University of Washington, a Master of Business Administration from Dallas Baptist University, and a Doctorate in Higher Education from Texas A&M University- Commerce, Texas. Dr. Reid has completed additional study at the School for International Study (Vermont), University of Texas at Dallas, and the University of Hawaii.

After completing his schooling, Dr. Reid managed relief programs for five years in Latin America for the Organization of American States. He also has over twelve years experience in managing real estate, loans and other assets of the US Government through his service with the Federal Deposit Insurance Corporation (FDIC), Federal National Mortgage Association (Fannie Mae), Federal Home Loan Mortgage Corporation (Freddie Mac) and the Federal Asset Disposition Corporation (FADA).

For over fifteen years, Dr. Reid has been an instructor in management and business and is currently serving as the Dean of Wayland Baptist University-Hawaii Campus. He is also Professor of Business Administration and Education.

Dr. Reid was born and raised in Hawaii and has visited all fifty states and has traveled to over 65 countries for business and pleasure. As a hobby, Dr. Reid lectures on cruise ships on topics such as the Maya, Aztec and Inca civilizations. He has also acted in *Walker Texas Ranger*, *Dangerous Curves*, *Leap of Faith*, *Martina's Story*, along with other films and television programs.