Wayland Baptist University
Fairbanks Campus
School of Business

Mission Statement: Wayland Baptist University exists to educate students in an academically challenging, learning-focused and distinctively Christian environment for professional success, lifelong learning, and service to God and humankind.

COURSE SYLLABUS: MGMT 5325-FB01 – Fall 2008
August 18, 2008 to November 1, 2008

Instructor: **Tony Strange, Ed.D, Professor, Business**
Office: **Eielson AFB, Fairbanks, Alaska**
Office Phone: **907-378-5876**
Home Phone: **907-488-8820 Call before 9:00 pm Alaska Standard Time**
Email: **stranget@wbu.edu or tstrange@alaska.net**
Course Web Site:
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Office Hours: **TBD**
Class Hours: **Thursday, 6 to 10 pm**
Class Location: **Eielson, Alaska**

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 inter-group relations.

PREREQUISITE(s): MGMT 3304 or MGMT 5305.

TEXTBOOK:

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#	REVIEW
Organizational Behavior – with 3.3 CD	Robbins & Judge	13th	2009	Pearson	0-13-600717-1	Spring 09

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.

STATEMENTS: "This class will adhere to zero tolerance for using someone else's work as your own."

"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"

"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."

COURSE REQUIREMENTS AND EVALUATION:

Presentation/Research Assignment

All students will prepare a presentation project covering a subject relevant to the course. Each student will prepare an annotated bibliography of the presentation project (double-spaced, 12 pt font). The subject for the presentation project is of the students' choosing with the instructor's approval. This presentation should have at least ten references, other than encyclopedic or Internet (Refereed

journal articles from electronic sources are not considered Internet sources). Please consult with the instructor for an appropriate topic. A good guideline is an organizational change or paradigm shift with respect to Situational Leadership. (How to implement, cost/benefit, timetables, expected problems, losses and/or gains). The presentation must be in PowerPoint and posted on the Class Bulletin Board by the assigned date.

Course Requirements

All assignments must be completed to receive a final grade for the course.

Assignment	Portion of Final Grade
Mid-Term	25%
Final Exam	25%
Presentation	25%
Participation	25%

Grades

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

Attendance Policy

The University expects students to attend all class meetings. Job demands may prevent this at times. Please contact the instructor if you cannot make class and arrangements will be made for you to obtain the information missed. If you are sent TDY, informs the instructor as soon as possible and a plan will be developed to complete the requirements for the course. This is an on-line course – you should have no problems completing this course on time. However, this course does have assigned milestone dates. It is YOUR responsibility to make arrangements for a testing proctor, if you are going to be TDY – make arrangements ahead of time.

Academic Dishonesty and Plagiarism

Students cheating on exams or quizzes will fail this course and may be subject to further University discipline. Plagiarism is considered cheating and will not be tolerated. Plagiarism is grounds for failing this course. Assigned research papers will contain only material from sources outside the textbook. Any attempt to use an author's words or ideas and represent them as your own is plagiarism – this includes “copy and paste”. Material that I recognize as coming from the textbook will result in severe point penalty. If you use someone else's ideas, document your paper by crediting the author with a bibliographical reference.

Penalties for academic dishonesty are outlined in the Wayland catalog. This is a graduate course and the penalty I choose for these infractions is an automatic "F".

Policy Towards Persons With Disabilities

University policy states that no otherwise qualified disabled person be excluded from participation in, be denied the benefits of, or be subject to discrimination under any university education program or activity.

Class Calendar

Week 1 – August 21	Chapter 1- 2, Robbins and Judge **(Blackboard Assignment)**
Week 2 – August 28	Chapters 3 – 4, Robbins and Judge
Week 3 – September 4	Chapters 5 – 6, Robbins and Judge
Week 4 – September 11	Chapter 7 – 8, Robbins and Judge Mid-Term
Week 5 – September 18	Chapters 9 -10, Robbins and Judge
Week 6 – September 25	Chapters 11 - 12 Robbins and Judge
Week 7 – October 2	Chapters 13 - 14, Robbins and Judge
Week 8 – October 9	Chapters 15 – 16, Robbins and Judge
Week 9 – October 16	Chapter 17 -18, Robbins and Judge Presentations posted
Week 10 – October 23	Chapters 19, Robbins and Judge/ Presentation

Week 11 – October 30 Final Exam

General Direction: It is very important to read and be prepared to discuss the chapters assigned before class meetings. Please make every effort to be present for classes. I understand we are all working with difficult schedules. Please let me know if you have a problem and I will do everything possible to be flexible and work with you.