

MGT 6671: ORGANIZATIONAL BEHAVIOR
FALL SEMESTER 2012
Weekends: September 14-16; September 28-30; Final TBA

INSTRUCTOR: DR. CHERIE FRETWELL

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OFF. HRS.:M-T-TH, 2-6 PM
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TEXT: ORGANIZATIONS: *Behavior, Structure, Processes*, Gibson, Ivancevich, Donnelly, and Konopaske, McGraw-Hill/Irwin (14th Ed.)

COURSE DESCRIPTION: Contemporary concepts and theories of organization and the behavior of individuals and groups applied to organizations in the global business environment.

COURSE OBJECTIVES: Upon completion of the course, the student should be able to:

1. Explain the concept of an organization's corporate culture and its effects on the behavior of individuals and groups in organizations.
2. List and describe major personality, power, and needs theories as they relate to individual behavior within organizations.
3. Describe communication processes between individuals and within organizations.
4. Define and demonstrate how various leadership and motivational models may be used best to improve productivity and job satisfaction within organizations.
5. Evaluate and apply alternative approaches to organization, job, and work design.
6. Discuss methods for undertaking planned-change programs within organizations.
7. Apply organizational-behavior strategies to business objectives in an apt scenario

PURPOSE

To provide an understanding of how interaction among individuals and groups affects the performance of business organizations. This course covers the concepts, logic, methodology, and terms used by the technicians in the field of organizational behavior. It also presents the latest developments in the field and addresses research patterns and trends in organizational behavior. (*MBA General Management option requirement.*)

CLASS SCHEDULE: *Friday, 6- 9 pm; Saturday/Sunday: 9 – 4 PM (1-hr. lunch break)*

WEEKEND #1: September 14-16, 2012 (Friday evening class begins @ 6 pm EST)

SESSION I (FRI, PM):

OVERVIEW OF COURSE
CH. 15: MANAGING COMMUNICATION PROCESSES

SESSION II AND III (SAT, AM and PM):

- CH. 1: THE STUDY OF ORGANIZATIONS
- CH. 4: INDIVIDUAL BEHAVIOR AND DIFFERENCES
 - SHARE ARTICLE SUMMARIES

SESSION IV AND V (SUN, AM and PM)

- CH. 5: MOTIVATION: BACKGROUND AND THEORIES
- CH. 2: ORGANIZATIONAL CULTURE
 - SHARE ARTICLE SUMMARIES
 - GROUP ACTIVITIES

WEEKEND #2: September 28-30, 2012

SESSION VI (FRI, PM): MIDTERM EXAM – 6 PM

SESSION VII AND VIII (SAT, AM and PM):

- CH: 16: DECISION MAKING
- CH. 8: GROUP AND TEAM BEHAVIOR
- CH. 9: CONFLICT AND NEGOTIATION
 - GROUP ACTIVITIES

SESSION IX AND X (SUN, AM and PM):

- CH.10: POWER AND POLITICS
- CH. 11: LEADERSHIP FUNDAMENTALS
- CH. 12: LEADERSHIP: EMERGING AND CHANGING CONCEPTS

FINAL EXAM: DATE AND TIME TO BE ANNOUNCED

ASSIGNMENTS:

A. ARTICLE SUMMARY: Select one (1) interesting management journal article that relates to the content of this class (Suggested Journals: HARVARD BUSINESS REVIEW, BUSINESS HORIZONS, ACADEMY OF MANAGEMENT JOURNAL, SLOAN MANAGEMENT REVIEW, CALIFORNIA MANAGEMENT REVIEW, etc.) published in 2009 or later. Try to select articles that were written for practitioners. After a careful, thoughtful reading, summarize the article (2 pages maximum per article). A copy of the article should be attached to your summary. (You may use the Internet to get articles - but you must turn in a full text copy. *Do not pay for articles – use the Troy University Library resources. If you need assistance, contact Dr. Fretwell.*)

B. ARTICLE PRESENTATION: Prepare an overview of the main points or contributions of your article utilizing PowerPoint. Use large fonts, phrases and/or bullet items to make your presentation readable for the class. Summaries will be shared in class according to the class schedule. **Be prepared to present your article the first weekend.**

C. GRADING:

MIDTERM, FINAL EXAMS:	75%
ARTICLE SUMMARY and PRESENTATION:	20%
CLASS PARTICIPATION:	5%

AMERICANS WITH DISABILITIES ACT and ADDITIONAL SERVICES: Any student whose disabilities fall within the ADA must contact Dr. Keith Frakes, the Phenix City Campus Coordinator of Disability Services, at 334-448-5136.

STANDARDS OF CONDUCT:

The commission of, or the attempt to, commit any cheating and/or plagiarism are in violation of the Troy University Standard of Conduct, and may be disciplined up to and including suspension and expulsion. Refer to the *Oracle* for more information.