

**BUS 750 ORGANIZATIONAL FOUNDATIONS
SYLLABUS**

**UW OSHKOSH
SPRING 2009**

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Class Hours: M 3:00 – 6:00 PM
Class Term: 3/30 to 5/11
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COURSE DESCRIPTION

This course is an introduction to the “people” issues related to the management process in organizations. The course text, lectures, supplementary materials, exercises and projects use theoretical frameworks and empirical findings to enhance your ability to understand, predict and influence organization processes, structures and human dynamics. We will study Organizational Behavior as a function of the Individual, the Groups within which s/he interacts, and the larger Organization within which s/he operates.

Course content is organized along those lines of inquiry:

1. Individual behavior Individual differences in terms of motivation, personality, attitudes and perception
2. Group behavior How groups are formed and structured. The major processes which impact group performance.
3. Organization How do we analyze a structure? How is structure relevant to goals, strategies and performance? What is the role of leadership, culture and communication in organizations?

COURSE PEDAGOGY

Readings, lectures, discussions, experiential exercises, films and an analysis project constitute the learning tools for the course. It is your responsibility to come prepared for the class, actively participate and contribute to the classroom activities. Class interaction is necessary for obtaining maximum potential from the course.

REQUIRED TEXT

Organizational Behavior (Twelfth Edition) by Stephen P. Robbins and Timothy A. Judge, Pearson Prentice-Hall, 2007

The text will be supplemented by other distributed materials and the textbook CD with self-assessment exercises (articles, cases, etc.)

PERFORMANCE EVALUATION

Your course grade will depend on your performance on a variety of assignments, including in-class examinations, a focus paper and class participation.

The weighting of each performance category is as follows:

Three In-Class Quizzes	150 Points
One Focus Paper	70 Points
Class Participation	30 Points
Total 250 Points	

Missed exams, quizzes or assignments will result in a grade of zero for the missed assignment. No make-ups will be offered, and given the concentrated timeframe for this course, the deadlines cannot be negotiated.

Grading Scale

A = 225 Points + AB = 215 Points +

B = 200 Points + BC = 190 Points +

C = 175 Points +

F = < 175 Points

IN CLASS EXAMINATIONS (150 Points)

There will be three in-class quizzes, collectively accounting for 150 questions to test your knowledge of terms and concepts from a total of 14 chapters. The quizzes will be multiple choice and will be administered at the beginning of the class.

FOCUS PAPER (70 Points)

Due May 11, 2009

1. Select a topic from the following list (or an additional topic approved by the facilitator) that has great relevance to your performance as an employee, team member or manager.

- Performance Appraisal
- Compensation and Rewards
- Leadership Training
- Self Directed Work Teams
- Sexual Harassment
- Learning Organization
- Network Organizations
- Cross-Cultural Management
- Emotional Intelligence

- Gender Differences in Communication
- Organizational Citizenship Behaviors
- Social Justice and Equity in Organizations
- Managerial Ethics

2. Select at least five full-length articles from established professional journals such as: Academy of Management Executive, Harvard Business Review, California Management Review, Sloan Management Review and/or chapters or essays from books published by researchers and authors which deal with your topic. Works used must have been published since 2003.

3. Outline of the paper (**not to exceed 8 pages, typed, double spaced**)

A. Present a “state of the art” description of the topic using your learning from the articles and class resources (2 pages);

B. Use specific models, theories, concepts and terminology learned from the course text, class notes and activities and selected articles to:

1. Identify and analyze the causes and factors which can sub-optimize individual and collective performance in YOUR unit/department/division/organization.
2. Develop a specific list of recommendations, addressed to YOUR manager/leader, which if implemented, would contribute to enhancing performance and favorable job attitudes in your department.
3. Back up your analysis, diagnosis and recommendations with specific references. Clearly state the contingencies and limitations affecting your analysis, diagnosis and recommendations.

CLASS PARTICIPATION (30 Points)

My perspective: As grad students and adult learners, you are an important resource for each other’s learning. Not attending class, not coming prepared and/or not participating are all a drag on the learning value of your investment and that of others.

Evaluation of your participation will have three components:

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| Presence: | Your attendance is regular and punctual (on both ends) |
| Preparation: | You’ve completed the assigned readings and other activities |
| Participation: | You contribute thoughtfully, are curious and respectful of the contributions of classmates, and give your best to class activities, discussions and exercises. |

CLASS SCHEDULE

Date	Topic	Text Chapters
March 30	Course Introduction Individual Differences Personality Factors (self-assessment) Emotional IQ	Chapter 1 (pp 2-34) Chapter 2 (pp 42-52) Chapter 4 (pp 104-134) Chapter 8 (pp 278-281)
April 6	Perception & Attitudes Performance Appraisal	Chapter 5 (pp 144-154) Chapter 3 (pp 72-93) Chapter 18 (pp 618-626)
April 13	Quiz #1 Motivation (Theories & Applications)	Chapter 6 (pp 184-223) Chapter 7 (pp 224-257)
April 20	Intra Group & Inter Group Behavior Group Exercise Groupthink & the Abilene Paradox (Video)	Chapter 9 (pp 298-326) Chapter 10 (pp 336-354) Chapter 15 (pp 502-527)
April 27	Quiz #2 Power, Politics and Leadership (self-assessment)	Chapter 14 (pp 468-474) Chapter 12 (pp 400-420) Chapter 13 (pp 428-440)
May 4	Organizational Design Organizational Culture	Chapter 16 (pp 536-563) Chapter 17 (pp 570-590)
May 11	Quiz #3 Communication Decision Making	Chapter 11 (pp 366 –399) Chapter 5 (pp 155-171)