



Syllabus



Instructor Profile



Syllabus

Schedule

Introduction Week

| | |
|--------------------|--|
| Week 1 | Introduction to Organizational Behavior |
| Week 2 | Performance, Commitment, and Development |
| Week 3 | Emotions, Attitudes, Values, and Job Satisfaction |
| Week 4 | Health and Safety, Stress, and Work and Life Satisfaction |
| Week 5 | Feedback, HR Pay and Benefits, and Motivation & Goal setting |
| Week 6 | Ethics and Social Responsibility, and Trust, Justice, and Ethics |
| Week 7 | Decision Making, Diversity & Perception |
| Week 8 | Culture, Global HRM, Individual Differences & Personality |
| Week 9 | Communication, Creativity, Groups & Teams |
| Week 10 | Conflict & Power, Leadership, Managerial Control, Mentoring |
| Week 11 | Environmental Analysis, Organizational Structure & Technology |
| Week 12 | Change, Organizational Innovation |
| Final and Capstone | |

Course Description

B321 Organizational Behavior

Outcomes

1. Explain the principles of organizational behavior.
2. Identify the basic organizational behavior.
3. Practice applying the principles of creating effective organizations.
4. Differentiate between managers and leaders
5. Explain basic methods for motivating employees.
6. Identify areas for personal improvement

Description

A course in supervision and problem solving in a business operation. Emphasis is given to Human Relations, Performance Appraisal, Communications, Motivation, Training, Participate Management and Supervisory skills.

Learning Model Architecture

This course runs on a weekly cycle in the BYU-Idaho learning model. Students will prepare for each week by reading the assigned material. They will teach one another and ponder and prove what they have learned through group discussion boards. They

will also prove what they have learned through online quizzes and reflective blogs. At the end of each week, students will rate themselves on various principles and characteristics that will help them in organizations.

Prerequisites

None.

Required Materials

Organizational Behavior, Colquitt, LePine, Wesson

Grading Policies

| | |
|------------------------------|-----|
| Exams | 400 |
| Case Studies and Discussions | 320 |
| Reading Quizzes | 120 |
| Chapter Discussions | 240 |
| Self-assessments | 120 |
| Reflective blog | 120 |

University Policies

Student Honor

Student Honor is following the path of discipleship and learning to be more like Christ-- learning to think, to feel, and to act more as He does. *Living a life of honor:*

- Begins as we learn and live the baseline standards of the Honor Code, understand their purposes, and are true to the promises we have made.
- Continues as we heed the promptings of the Spirit to raise our personal bar of righteousness and foster a spirit of integrity, sacrifice, consecration, love, service and willing obedience as students and throughout our lives.
- Prepares our hearts for devoted discipleship in the family, church, work, and community.

[Honor Code](#) | [Academic Honesty](#) | [Dress and Grooming Standards](#)

Students with Disabilities

BYU-Idaho is committed to providing a working and learning atmosphere which reasonably accommodates qualified persons with disabilities. If you have any disability which may impair your ability to complete this course successfully, please contact the Services for Students with Disabilities Office at 208.496.1158. Reasonable academic accommodations are reviewed for all students who have qualified documented disabilities. Services are coordinated with the student and instructor by this office. If you need assistance or feel you have been unlawfully discriminated on the basis of disability, you may seek resolution through established policy and procedures. Contact the Personnel Office at 208.496.1130.

Sexual Harrassment

Title IX of the Education Amendments of 1972 prohibits sex discrimination against any participant in an educational program which receives federal funds, including federal loans and grants. Title IX also covers student-to-student sexual harassment. If you encounter unlawful sexual harassment or gender-based discrimination, please contact the Personnel Office at 208-496-1130.

Disclaimers



Discussion board and blog grading

Discussion board grading:

I'll be grading the discussion board **two ways** - participation and quality:

1. Each week, I'll be checking to see if you have the minimum number of posts.
2. At the **end of the semester**, you'll be submitting a discussion board portfolio. You'll submit to me in a Word document (I'll provide the document for you to fill in) 12 of your best posts. YOU will grade these on quality and I'll make adjustments to your grade as I see fit.

A quality post will contain at least **two** of the following:

- Thoughtful, insightful ideas or arguments on the topic
- Encouragement for others to participate
- Defense of your position
- Disputations of positions with which you do not agree
- Links the post to course / text content
- Citations to sources whenever possible

Here is the portfolio template you will fill out at the end of the semester

[DBPortfolio.doc](#)

Blog Grading

I will grade your posts on whether you did them, and if your answers were correct or justified by you. While late work on discussion boards won't be accepted, late blogs will start with a 20% reduction.