

MAN5246: Organizational Behavior

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Office Hours:	By appointment
Class meeting:	Mondays & Wednesdays, 11:45 – 1:40 pm
Class location:	Hough (HGS) 140

COURSE DESCRIPTION AND OBJECTIVES:

Organizational Behavior (OB) is a multidisciplinary field that focuses on understanding, explaining, and predicting human behavior in organizational settings. This class relies heavily on evidence-based management and will provide you with cutting-edge knowledge and tools on how to effectively analyze organizational problems, make sound business decisions, motivate and influence others, manage conflict, and develop your own social capital. Whereas technical skills are important early on in your career, you will need to rely on a broader range of skills in order to advance in your profession. This course will expose you to the essential skills needed to effectively manage individuals, groups, and organizations. This course is highly participative and will use readings, business-cases, experiential exercises, and film studies to introduce you to innovative research and practice on organizational behavior.

REQUIRED TEXT:

Robbins, P. S, & Judge, T. A. (2015). Organizational Behavior (16th edition). Upper Saddle River, NJ: Prentice-Hall.

COURSE PACK LINK: Link will be provided in class.

TECHNICAL SKILL REQUIREMENTS:

Just as knowledge about stock evaluation techniques is crucial for properly evaluating stock options, some basic knowledge of analytical tools is necessary for understanding organizational behavior. Therefore, you will need basic competence in two technical areas:

1. **Basic statistical analysis.** This includes the following content areas: descriptive statistics (mean, standard deviation), comparison of groups (t-tests), correlation, and multiple regression. All of these techniques will be helpful in understanding course material and performing statistical analyses necessary to complete the team case exercise. Successful

completion of Introduction to Managerial Statistics should provide you adequate competence here.

2. **Spreadsheet (e.g., Excel).** Data for the case exercise will be in a Microsoft Excel format. Although you probably could manage to complete the case if at least one member of your team is familiar with a spreadsheet, this is your responsibility.

Don't worry about being a bit rusty in these areas. I will give you a primer to help you brush up on the statistics. On the other hand, if you totally doubt your competency in these areas, it may prohibit you from successfully completing the course. If you have any questions, please see me.

COURSE EVALUATION:

Your course grade is a function of your individual and team performance. This evaluation method is designed to reflect "real-life" organizational performance assessments, where people are evaluated not only for their individual competencies but also for their ability to effectively influence others to make effective decision and to attain commonly valued goals.

There are four components to the course grade:

1. Team Project – Written Report (45%)
2. Participation in Projects and Feedback (0%-20%)
3. Final Exam (30%-50%)
4. Class Participation (5%)

Team Project:

There is a team case as a course requirement. The team case will measure the ability of your team to apply theory and research methods to an actual organizational setting. Teams of 5-6 people will prepare each case. Each team will turn in one document representing the members' collective response to the case. Each team member will receive the grade for the collective response. Specific guidelines and further details about the case will be provided later in the semester. The written report will be due on, **September 18th, at 8:00 PM.**

Participation in Projects and Feedback:

Document posted on the class website.

Final Exam:

The final exam will be based on readings and concepts covered in class. It will consist of a mixture of multiple choice questions and short answer essays. If missed, exams can only be made up with written, verifiable documentation.

Class Participation:

Class participation facilitates application and integration of acquired knowledge and is expected in this class. To prepare for class discussions, it is important that you read the assigned materials and complete your assessments *before class*.

Your class contribution will be graded using the following criteria:

1. Preparation of class assignments (e.g., simulations, surveys) by assigned deadline.
2. Quality of your class participation. The following activities will contribute positively to your class participation:
 - a. You should complete the readings before class and be ready to participate in class discussions about the concepts and problems discussed in the readings.
 - b. You should apply theory and concepts from the readings and lectures to the analysis of cases and problems discussed in class.
 - c. You should engage with other class members in discussions.
 - d. Your contribution should move the class discussion forward.
 - e. You should be able to present and discuss your case analyses in class.
3. Contribution to group projects as evaluated by your team members.
 - a. Your team members will evaluate your contribution to each team project and I will consider their ratings when grading your class contributions. All individual ratings are confidential.

Throughout the course, I will raise “cold call” questions to stimulate participation, to encourage adequate preparation, and to ensure that different perspectives are shared in class.

CLASS CONSIDERATIONS AND PROFESSIONALISM:

1. Late work will not be accepted, unless an extreme emergency occurs, and I have approved an extension. Failure to complete all parts of the course by the assigned due dates will result in zero points for the assignment.
2. Class attendance is expected. This is a highly participative class with in-class exercises and your absence will impact not only the quality of class discussions but also the performance of your team. Missing class will result in a deduction of 5 points of your final grade per each class missed. This is in addition to deductions from your class-contribution score. If you will miss class for an unavoidable reason (e.g., verifiably medical reason), please notify me at least 48 hours in advance, so I can make arrangements for class assignments.
3. Please attend class on time and do not leave early. Such interruptions detract from class quality and disturb classmates. Each offense will result in deductions of 5 points of the final grade.

*****Please note that the following course outline represents my current plans and teaching goals. The topics and reading list may change as we go through the semester to enhance class learning opportunities. Changes will be communicated to you in advance.**

Date	Class	Lecture	Class Readings
22-Aug	1	Introduction to OB	Chapters 1
24-Aug	2	Decision Making	Chapter 6
29-Aug	3	Decision Making Under Pressure	Simulation
31-Aug	4	Methods in OB	Class Notes
5-Sept		<i>Labor Day – No Class</i>	
7-Sept	5	Team Case Coordination	Case
12 -Sept	6	Job Attitudes	Chapters 5
14-Sept	7	Personality	Chapters 3 Case
19-Sept	8	Motivation	Chapters 7 & 8
21-Sept	9	Teams and Group Processes	Chapters 10
26-Sept	10	Power & Influence	Chapter 13
28-Sept	11	Leading Change	Chapter 18 Simulation
3 - Oct	12	Negotiation	Chapter 14
5- Oct	13	Negotiation	Chapter 14
10 - Oct	14	<i>FINAL EXAM</i>	

Special Needs:

If you need accommodation for a physical, emotional, or learning disability, please notify me as soon as possible so that proper arrangements can be made. As per UF policy, students who need special accommodation must first register with the Dean of Students Office (<http://www.dso.ufl.edu/drc/>).

Academic Honor Code:

Academic honesty and integrity are fundamental values of the University of Florida community and they are expected in this class. If you are familiar with class readings or exercises, please refrain from discussing your knowledge with other students as this can impede their learning experience. Sharing class-information about your experience with cases and exercises (in any section) is an honor code violation.

Please make sure to read the UF Student Honor Code at <http://www.dso.ufl.edu/students.php>. You will be held to the highest standard of ethical conduct and integrity.