



OBHR 3310 Organizational Behavior
Fall, 2024

Aug 19, 2024-Dec 5, 2024
Tuesday, Thursday
2:30pm-3:45pm
JSOM 2.714

Course Syllabus

Lecturer Contact Information

Lecturer: He “Herb” Huang

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Section Number: OBHR3310.001.24F

Office Location: ATC 2.901

Office Hours: by appointment

Course Pre-requisites, Co-requisites, and/or Other Restrictions

OBHR 3310 Repeat Restriction

Course Description

“We care about people!” Organizational Behavior is a discipline that focuses on the study of human behavior in organizational settings. It encompasses the examination of various individual, group, and organizational topics such as individual differences, motivation, attitudes and behaviors, emotions, leadership, group dynamics, and organizational culture. Throughout this course, we will delve into a broad range of topics relevant to gaining a deeper understanding of human behaviors as an individual or group. You will have the opportunity to participate in activities, exercises, and a team project to enhance your learning experience.

Student Learning Objectives/Outcomes

1. Demonstrate an understanding of how individual (e.g., personality, diversity, motivation, and attitudes), group (e.g., teams, rewards, leadership, and communications), and organizational (e.g., structure, culture, and politics) level factors independently and jointly affect behavior within organizations.
2. Explain and apply major theories, concepts, and empirical findings in Organizational Behavior.
3. Increase your knowledge of Organizational Behavior and develop your ability to analyze and resolve the human side of management problems in the workplace.

Recommended Textbook

The course has been designed and organized around the content covered in the textbook provided below. While the textbook is *not* mandatory, it is strongly encouraged as an invaluable resource that complements the course material.

Talya Bauer & Berrin Erdogan. *Essentials of Organizational Behavior: Bridging Science and Practice v4.0*. Flatworld Knowledge. ISBN (Digital): 978-1-4533-3925-1 (Accessible at www.flatworldknowledge.com; any versions/formats of this textbook are acceptable)

Optional Textbooks

Jason A. Colquitt, Jeffery A. LePine, & Michael J. Wesson. *Organizational Behavior: Improving Performance and Commitment in the Workplace*. McGraw-Hill Education. ISBN: 978-1259545092.

Stephen P. Robbins & Timothy A. Judge. *Organizational Behavior*. Pearson. ISBN: 978-0133507645.

ACADEMIC CALENDAR

Week: Dates	Topics	Readings	Activities and Dues
01: Aug 20/22	<ul style="list-style-type: none"> ○ Syllabus Review ○ Introduction to OB 	CH 1	○ Big 5 Personality Test
02: Aug 27/29	<ul style="list-style-type: none"> ○ Individual Differences ○ Personality 	CH 3	
03: Sep 03/05	<ul style="list-style-type: none"> ○ Attitudes ○ Behaviors 	CH 4	○ Regular Assignment
04: Sep 10/12	<ul style="list-style-type: none"> ○ Theories of Motivation ○ Work Environment 	CH 5 & 6	○ EI Test
05: Sep 17/19	<ul style="list-style-type: none"> ○ Stress ○ Emotions ○ Communication 	CH 7 & 8	○ Regular Assignment
06: Sep 24/26	Review of individual topics		○ Quiz 1
07: Oct 01/04	<ul style="list-style-type: none"> ○ Group ○ Team ○ Diversity in Teams 	CH 9 & 2	○ Negotiation Prep
08: Oct 08/10	<ul style="list-style-type: none"> ○ Conflict ○ Negotiation 	CH 10	○ Regular Assignment
09: Oct 15/17	<ul style="list-style-type: none"> ○ Decision-making ○ Creativity 	CH 11	○ Leadership Prep
10: Oct 22/24	<ul style="list-style-type: none"> ○ Leadership ○ Followership 	CH 12	○ Regular Assignment
11: Oct 29/31	Review of group topics		○ Quiz 2
12: Nov 05/07	<ul style="list-style-type: none"> ○ Power ○ Organizational Politics 	CH 13	○ Culture Prep
13: Nov 12/14	<ul style="list-style-type: none"> ○ Structure ○ Culture 	CH 14 & 15	○ Regular Assignment
14: Nov 19/21	Review of organizational topics		○ Quiz 3
15: Nov 26/28	Enjoy your fall break		
16: Dec 03/05	Final Exam Review (in person, Dec 03) Final Exam (in person, Dec 05)		

GRADING POLICY

Course Points Allocation:

Components	Points
Quiz 1	10
Quiz 2	10
Quiz 3	10
Final Exam	20
Weekly Assignment	20
Class Participation	30
• Attendance (10%)	
• Discussion contribution (10%)	
• Team Activities (10%)	
Total	100
Extra Credits	10 (max)

Final Grades will be determined based on total course points attained and will be based on the following grading scale:

Points	Grade
97 and above	A+
93 – 96.99	A
90 – 92.99	A-
87 – 89.99	B+
83 – 86.99	B
80 – 82.99	B-
77 – 79.99	C+
73 – 76.99	C
70 – 72.99	C-
67 – 69.99	D+
63 – 66.99	D
60 – 62.99	D-
59.99 – 0	F

EXAMS (50%)

There are three exams scheduled for this course. These exams will assess your understanding of the lectures, exercises, activities, and textbook readings covered in the course up to that point. You will not be able to take the quizzes and the final if you miss the schedule. Accommodation will only be made considering legitimate reasons. See course policies for details. You are strongly encouraged to take final exam review, as no other exam note will be shared.

Exam	Modalities	Length	Questions	Questions	Content
Quiz 1	Online (eLearning) Open book, open note	30 min	20 * Multiple choice	0.5 pts/question	CH 1, 3-8
Quiz 2					CH 2, 9-12
Quiz 3					CH 13-15
Final Exam	In person (classroom) Open note (2 pages max, US letter) No electronics	1 h	45 * Multiple choice/ True-False	0.5 pts/question (best 40 out of 45 will be graded)	Everything in this class

Please note that the quizzes *are not* cumulative, which means that they will only cover the material taught from the previous exam. The quizzes will be taken online through the eLearning platform. These quizzes will only be available in the scheduled week from the first class (Tuesday morning to Saturday afternoon). Plan wise on your time taking the quiz. *If you started quiz 2 at 12.50pm, Mar 24, you would only have 9 minutes to finish the quiz.*

ASSIGNMENT (20%)

You will need to submit 10 assignments via eLearning throughout the semester. For each week, if you submit your assignment that satisfies all the requirements, you will get 2 points. There are two types of assignments:

Scale Test

You will need to finish two psychological tests. After finishing the tests, please upload them to eLearning, print them out, and bring them to the class.

Test	Links
Big 5	https://openpsychometrics.org/tests/IPIP-BFFM/
Emotional Intelligence	https://greatergood.berkeley.edu/quizzes/ei_quiz/

Regular Assignment

It is important to link science to practice. You will need to submit one short essay each week. The essay should include a true experience that could illustrate or that could be tackled by the concepts or topics of that week. It could be an experience of your own, or someone you actually know. Then, you need one line to explicate the concepts or topics you used. The assignment will be grading based on the following formal and content requirements:

- **Format:** use submission on eLearning
- **Length:** max 8 sentence of experience + 1 sentence of concepts and ideas (200 words is the cap; assignment beyond 200 words will receive 25% of grade points)
- **Due:** 11:59PM every other Sunday
- The description is detailed, concise, and appropriate.
- The experience is interesting, important, or unique.
- The linkage between experience and concepts/idea is correct.
- **Make sure you have the rights and consents to share with the class. If you do not want that experience to be public in class, find another.**
- *Optional: you are encouraged to add additional materials (e.g., pictures, videos) to support your essay. Materials with significant contributions to your essay will receive 1-point extra credit.*

CLASS PARTICIPATION (30%)

Regular and punctual class attendance is expected. Students who fail to attend class regularly are inviting scholastic difficulty.

Attendance Policy:

- Regular and punctual class attendance is expected. Students who fail to attend class regularly are inviting scholastic difficulty. For each session you missed, 1 point will be deducted.
- You are permitted two unexcused absences without penalty (just please let us know ahead of time, when possible; if you use these, you are not eligible for the attendance-related extra credit). In other words, to get a full point in attendance, you will need to attend 20 times throughout the course (except for reviews, quizzes, and final).
- If you need to miss class for a legitimate and obligated reason (e.g., doctoral appointment, UTD-recognized religious holidays), please email me with supporting documents at least 48 hours in advance.
- In case of unforeseeable emergencies preventing class attendance, please email me with supporting documents within 48 hours after the missed class.
- Extra points: if you attend all lecture sessions, you will receive two extra credit points.
- You will lose points from discussion contribution/team activities (if there is any) should you be absent.

Discussion contribution:

Please note that simply attending class does not guarantee full marks for class participation. Your active and meaningful engagement in the conversation is essential for earning a high participation grade:

- Sharing experience and examples
- Asking though-provoking questions
- Stimulate debate and challenge points made in class (respectfully)
- Support others to deepen understanding
- Ask clarification questions

Team Activities:

Please note that simply attending class does not guarantee full marks for class participation. There will be some class activities that need active participation and collaboration. You will need the following to earn a high grade:

- Understand and implement class activities properly with instruction.
- Collaborate with your group and classmates.
- Give thoughtful reflections in the activities.
- Endorsement from your peers.

Professionalism and Learning Environment:

It is expected of all participants to foster learning and professionalism in class. Therefore, the following behaviors are discouraged as they have the potential to disrupt the class learning environment:

- Being late or leaving early.
- Interrupting peers or the instructor.
- Talking while the instructor is speaking.
- Answering cell phones or engaging in text messaging.

- Using laptops for unrelated class activities or any other behavior that disrupts the class environment.

COURSE POLICIES

Make-up Exams

Students have about five days to finish the quizzes. Thus, given such a time window, there will be no make-up for quizzes, unless students have appropriate documents of the week-long issues preventing them from fulfilling academic activities.

Make-up for the final exam will only be allowed for serious medical or obligated issues, and the student must contact the instructor at least 48 hours in advance. No show in final exam will not receive make-up except for emergencies. Written proof of why the student could not take the exam (i.e., doctor's note) will be needed. Make-up exams will not be allowed without appropriate documentation.

Extra Credits

In total, you will receive no more than 5 points as extra points. You can get extra credit points in the following ways:

- Full attendance credit (1 points)
- Enriching assignments (0.5 point/regular assignment)
- Some class bonus points
- Others - TBD

Late Work

In the real business world, it is critical to finish work on time. Late work will receive partial points. For each day late, you will have 0.25 points deducted from your points. Written proof of why the student could not turn in the work on time (i.e., doctor's note) is expected to be graded with full points. Providing advance notice about a late assignment will minimize the penalty you receive on that assignment but does not guarantee that there will be no penalty for submitting the assignment late.

Use of Machine Learning Tools

In this course, you are welcome to use AI models (ChatGPT, DALL-E, etc.) to assist your study. However, you will still need to share authentic experiences and finish your exams independently. Again, I strongly discourage the use of AI models in your quizzes. The quizzes ensure your understanding of the course. However, you should note that generative models might produce erroneous, misleading, offensive, racist content. You will still be responsible for any content you submit regardless of whether it originally comes from you or an AI program.

If you use an AI program, its contribution must be acknowledged in the assignment (the version of model, the prompt you use); you will be penalized for using an AI program without acknowledgement. The university's policy on plagiarism still applies to any uncited or improperly cited use of work by other human beings, or submission of work by other human beings as your own.

Class Materials

The instructor may provide class materials that will be made available to all students registered for this class as they are intended to supplement the classroom experience. These materials may be downloaded during the course, however, these materials are for registered students' use only. Classroom materials may not be reproduced or shared with those not in class, or uploaded to other online environments except to implement an approved Office of Student AccessAbility accommodation. Failure to comply with these University requirements is a violation of the [Student Code of Conduct](#).

Classroom Conduct Requirements Related to Public Health Measures

UT Dallas will follow the public health and safety guidelines put forth by the Centers for Disease Control and Prevention (CDC), the Texas Department of State Health Services (DSHS), and local public health agencies that are in effect at that time during the Spring 2022 semester to the extent allowed by state governance. Texas Governor Greg Abbott's Executive Order [GA-38](#) prohibits us from mandating vaccines and face coverings for UT Dallas employees, students, and members of the public on campus. However, we strongly encourage all Comets to get vaccinated and wear face coverings as recommended by the CDC. Check the [Comets United: Latest Updates webpage](#) for the latest guidance on the University's public health measures. Comets are expected to carry out [Student Safety](#) protocols in adherence to the Comet Commitment. Unvaccinated Comets will be expected to complete the [Required Daily Health Screening](#). Those students who do not comply will be referred to the Office of Community Standards and Conduct for disciplinary action under the [Student Code of Conduct – UTSP5003](#).

Class Recordings

Students are expected to follow appropriate University policies and maintain the security of passwords used to access recorded lectures. Unless the Office of Student AccessAbility has approved the student to record the instruction, students are expressly prohibited from recording any part of this course. Recordings may not be published, reproduced, or shared with those not in the class, or uploaded to other online environments except to implement an approved Office of Student AccessAbility accommodation. Failure to comply with these University requirements is a violation of the [Student Code of Conduct](#).

The instructor may record meetings of this course. These recordings will be made available to all students registered for this class if the intent is to supplement the classroom experience. If the instructor or a UTD school/department/office plans any other uses for the recordings, consent of the students identifiable in the recordings is required prior to such use unless an exception is allowed by law.

Comet Creed

This creed was voted on by the UT Dallas student body in 2014. It is a standard that Comets choose to live by and encourage others to do the same:

“As a Comet, I pledge honesty, integrity, and service in all that I do.”

Academic Support Resources

The information contained in the following link lists the University's academic support resources for all students.

Please go to [Academic Support Resources](#) webpage for these policies.

UT Dallas Syllabus Policies and Procedures

The information contained in the following link constitutes the University's policies and procedures segment of the course syllabus.

Please go to [UT Dallas Syllabus Policies](#) webpage for these policies.

*******The descriptions and timelines contained in this syllabus are subject to change at the discretion of the Professor. *******