

Course Information:

Course Number/Section: OBHR 3310
Course Title: Organizational Behavior
Term: 2025 Spring
Days & Times: Tuesday & Thursday

Professor Information:

Professor: Alex Ning Li, Ph.D.
Office: JSOM 4.206
Office Phone: (972) 883-5801
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Teaching assistant: Suifang Guo (suifang.guo@utdallas.edu)

Office Hours:

Thursday, 2:30-3:30 pm
or by appointment

Required Course Resources:**Textbook:**

- Robbins, S. P., & Judge, T. A., 2018. *Organizational behavior* (18th ed.). Boston, MA: Pearson with multiple purchasing options available from the bookstore and online.

Course Description:

- This course uses the traditional modality: in-person meetings at class time scheduled.
- This course addresses contemporary management theories, practices, and challenges.
- This course is designed to help you understand the issues involved in both managing and being managed.
- We explore a broad range of topics, including leadership, teams, diversity, decision making, conflict resolution, negotiation, and organizational culture.

Course Requirements:**1. Class Participation & Professionalism (25%)**

I expect all students to read/watch/listen to the required materials before coming to class and to contribute actively to class discussions. To do this, students must attend class. Missing any classes without both (1) a compelling reason and (2) proactive communication with me in advance will affect your grade. Examples of compelling reasons include significant illness, religious observance, other required university activities, or a family/personal emergency. Class Participation & Professionalism consists of three components: attendance (5%), participation (10%), and engagement (10%).

- Attendance points will be awarded to those who attend lectures regularly. While I do not formally take attendance, regular attendance remains a crucial component of your grade. Missing several classes means you will also miss important in-class exercises and case discussions. Additionally, you might overlook information that will be included on the

exam. In essence, if you do not plan to attend class regularly, your chances of performing well are unlikely.

- **Participation** points will be awarded to students who actively engage in in-class exercises and group discussions. These exercises and simulations provide opportunities to practice leadership skills, while case studies demonstrate how these tactics influence organizational functioning. Participation can be earned by contributing to class discussions or posting on the Discussion Boards (please note that the Discussion Boards close at 10 a.m. on the day of class). These activities are designed to incorporate a hands-on, practical component into the understanding of course materials. Attendance is mandatory to participate in these exercises. You may miss up to two exercises without any penalty. However, missing three or more exercises will result in a reduction of points.
- **Engagement** points will be awarded to those who demonstrate familiarity with assigned readings and actively answer my questions in class. If you read the materials ahead of time and address my questions regularly, it should not be difficult for you to get the maximum points.

2, 3, &4. Exams (50%)

In this course, there will be a total of three exams, each carrying a weight of 15%-20%. These exams are designed to assess your understanding of the course material, which includes lectures, exercises, and readings from the textbook up to the respective exam dates. It's important to emphasize that these exams are not cumulative, meaning they will exclusively cover the content taught since the last exam. All exams will be conducted online through the ELearning platform, and it's crucial to note that they will only be accessible at the scheduled date and time.

This course will use Honorlock – an online exam proctoring tool. To successfully take an exam, you must have a laptop computer (no tablets/phones), Chrome browser, a reliable internet connection and your photo ID. You will be prompted to install the Honorlock Chrome Extension (which you can remove after you finish the test). You will then access the exam within your eLearning course and go through the authentication process.

5. Consulting Project (25%)

You will work on a hypothetical consulting project to improve Tesla's management practices. Drawing on management theories and frameworks from this class, you will make a set of recommendations for Tesla. You should start as soon as possible to finish on time. Please refer to a hand-out on ELearning for greater details.

Make-up exams will only be given with an official university excused absence or when students inform me of a compelling circumstance that requires them to take an exam outside of the normally scheduled time. An official excused absence must include appropriate documentation (e.g., doctor notes). Students who require accommodation for exams must present their accommodation letters to me (i.e., one week in advance).

Course Grading Policy:

Final grades will be based on a percentage of possible points earned. Specifically, the breakdown for final grading is:

PERCENT	GRADE		PERCENT	GRADE
97 and above	A+		74-77%	C
93-97%	A		70-74%	C-
90-93%	A-		67-70%	D+
87-90%	B+		64-67%	D
84-87%	B		60-64%	D-
80-84%	B-		0-60%	F
77-80%	C+			

Due to concerns for grade inflation, faculty are encouraged to calibrate our grading to comply with the following standards—that is, “A” reflects excellent/exemplary performance, a “B” reflects “good” performance, and a “C” represents “satisfactory” performance. Though it may be hard to appreciate in your current position, we are committed to providing you with accurate feedback that can be used to guide future improvement.

I cannot discuss or consider any grade changes at the end of the semester (regardless of special circumstances, catastrophes, improvement, good intentions, needs, desires, etc.), so please put your effort into this class (actively participating, completing class assignments, deliverables, and preparing well for the exams) throughout the term. Unless the student can demonstrate that near-catastrophic events have led to a case of extreme hardship, grades of incomplete will not be given. Please visit the grades folder on the class website frequently, as **you are required to raise questions about grades within one week of posting**. If you have questions about your grade in the course at any time, please proactively contact me. Please note that a “lack of understanding or lack of clarity” regarding an assignment will never be accepted as justification for a grade change. In that context, remember that communication is a two-way street. If you are unclear about assignment instructions or expectations, you are expected to clarify with me before the assignment's due date.

Assignments Due Dates:

- Assignments are due on dates specified on the course schedule to be considered for full class credit.
- Make-up exams will only be permitted for serious medical or personal issues, and it is the student's responsibility to contact the instructor at least 24 hours in advance of the exam. Written proof of the reasons for missing the exam, such as a doctor's note, will be required. Make-up exams will not be granted without appropriate documentation.
- Late work will not be accepted for full credit except for compelling reasons and when arrangements are made with me *before the due date*. **Otherwise, 20% of the total points possible will be deducted for each day an assignment is late.**
- If you are uncertain about deliverable deadlines, you are responsible for clarifying it with me proactively.

Breakdown of Evaluation:

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| 1. Class Participation & Professionalism | 25% |
| 2. Exam 1 | 20% |

3. Exam 2	15%
4. Exam 3	15%
5. Consulting Project	25%
Total points	100%

Citation Style Guide:

Please use APA guidelines for citations in your assignments.

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Course Materials and Webpage:

- Please submit all deliverables via ELearning unless instructed otherwise.
- The best way to communicate with me is through email. Please include OBHR 3310 in the subject. I aim to respond to all student messages within 48 hours on weekdays; if you do not receive a response within that time, you can assume that your message goes into my spam folder (which happens more often than I would like). If that occurs, please send it again.
- A university ID and password are required to access ELearning.
- I will communicate with you in class and via announcements on ELearning. You are required to update and maintain your current email address in ELearning. ELearning uses this address to send source related email. Failure to update your email address may result in missing important information. Please note that you are responsible for all communications I post regardless of how you choose to receive them.
- Only the official UTD student email address will be used for all course notification. It is your responsibility to check your UTD email on a regular basis.
- UTD students are prohibited from sharing any portion of course materials (including videos, PowerPoint slides, assignments, or notes) with others, including on social media, without written permission by the course instructor. Accessing, copying, transporting (to another person or location), modifying, or destroying programs, records, or data belonging to UTD or another user without authorization, whether such data is in transit or storage, is prohibited. Failure to comply with these University requirements is a violation of the [Student Code of Conduct](#).

Special Needs:

The University of Texas at Dallas has a policy and practice of providing reasonable accommodations to students with properly documented disabilities. However, written notification from the Office of Student AccessAbility (OSA) is required. If you are eligible for accommodations and would like to request them for this course, please discuss it with me and provide one-week advance notice. Students with questions about receiving accommodations, or those who have, or believe they may have, a disability (mobility, sensory, health, psychological, learning, etc.), are encouraged to contact the Office of Student AccessAbility for a confidential discussion. OSA is located in the Administration Building, suite 2.224. They can be reached by phone at 972- 883-2098, or by email at studentaccess@utdallas.edu.

Class Recordings

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.

Academic Support Resources:

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The information contained in the following link lists the University's academic support resources for all students. Please see <http://go.utdallas.edu/academic-support-resources>.

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 <http://go.utdallas.edu/syllabus-policies> for these policies.

DISCLAIMER: All of the above policies and schedules are subject to change if I deem necessary. Any changes will be announced in class or on the website and will take precedence

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.”

Course Schedule

Week #	Date	Topic
1	Class 1: Jan 21	Syllabus & Class Overview
	Class 2: Jan 23	Introduction to Management
2	Class 3: Jan 28	A Behavioral Approach to Management
	Class 4: Jan 30	Perception
3	Class 5: Feb 4	Information Processing
	Class 6: Feb 6	Decision Making
4	Class 7: Feb 11	Team Management
	Class 8: Feb 13	
5	Class 9: Feb 18	Exam 1 covers Chapter 1, 6, 9, and 10.
	Class 10: Feb 20	Teams: Creating Synergy
6	Class 11: Feb 25	Teams: Managing Team Processes
	Class 12: Feb 27	Individual Differences: Personality and Values
7	Class 13: Mar 4	
	Class 14: Mar 6	Work Motivation: Principles and Applications
8	Class 15: Mar 11	
	Class 16: Mar 13	Take Stock and Self Reflection
	Mar 18	Spring Break (No Class)
	Mar 20	
9	Class 17: Mar 25	Leadership: Constructs and Principles
	Class 18: Mar 27	
10	Class 19: Apr 1	Exam 2 covers Chapter 5, 7, 8, and 12.
	Class 20: Apr 3	Leadership: Myth and Truth.
11	Class 21: Apr 8	Leadership: From Good to Great.
	Class 22: Apr 10	Power and Politics
12	Class 23: Apr 15	Conflict and Negotiation
	Class 24: Apr 17	Diversity Management
13	Class 25: Apr 22	Conflict Management
	Class 26: Apr 24	Effective Negotiation
14	Class 27: Apr 29	Organizational Culture
	Class 28: May 1	Exam 3 covers Chapter 13, 14, and 16.
15	Class 29: May 6	Consulting Project: Presentations
	Class 30: May 8	Class Review
Exam Week		Consulting Project: Final Report

Note. All schedules are subject to change if I deem necessary. Any changes will be announced in class or on ELearning and will take precedence. Check elearning for updates on course calendar.