

Course Syllabus

Course Information

Course Prefix, Number, Section OBHR 3310.006 (Spring 2026)
Course Title Organizational Behavior

Days & Times Tuesdays & Thursdays 1:00 am to 2:15 pm (Face-to-Face)
Room: JSOM 12.202

Professor Contact Information

Instructor Please address me as "Professor An"
Email Address Constance.An@UTDallas.edu
Office Hours Tuesdays & Thursdays at 2:15 pm (by appt.)
Other Information Remotely available by appointment via Teams (specific days); email responses ~36-48 hours

This course syllabus content may be adjusted appropriately and accordingly by your instructor.

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

OBHR 3310 Repeat Restriction

Course Description

Organizational Behavior (3 semester credit hours): An integrated social science approach is taken to enable students to better understand their work environments and the issues that arise from the complex interplay among organizational members. This course explores theories and concepts derived from diverse fields such as psychology, sociology, economics, and anthropology. The topics include: motivation, attitudes, ethics, communication, leadership, teamwork, power, negotiation, and culture.

Student Learning Objectives/Outcomes

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.

Required Textbook

Organizational Behavior: Bridging Science and Practice, V5.0, by Talya Bauer and Berrin Erdogan. Published Nov 2024. Purchase textbook (multiple options) at <https://students.flatworldknowledge.com/course/2611426> (copy & paste link).

Suggested Course Materials

- Wall Street Journal; wsj.com (student discount available)
- Washington Post, NYTimes, the Economist (student discount available)
- [The Manager's High Performance Handbook, How to Drive Winning Performance With Everyone on Your Team](#) by Linda Swindling.

Teaching Guidelines

You must complete all assigned readings thoroughly ***before*** class on the day shown in the schedule of this syllabus. Students have done very well when they consistently read all the chapter before coming to class. Further, they are well prepared and ask engaging questions. You will be expected to know the key points from assigned readings and lecture presentations for the assignments and exams.

Lectures will highlight key points from the readings and provide additional information to bring applications to light. Exercises and cases will provide you with the opportunity to apply what you have learned to recent real world issues and scenarios. As everyone brings a unique experience and perspective to the class, actively participating in class discussions and activities is essential for you and the class to fully understand the topics of this course.

Texas Senate Bill 17, the recent law that prohibits diversity, equity, and inclusion programs and activities at public universities in Texas, does not in any way apply to academic course instruction. Students should not feel the need to self-censor or limit their participation in academic courses pertaining to topics of race and racism, structural inequality, LGBTQ+ issues, or diversity, equity, and inclusion, and related topics.

Be respectful to your instructor and fellow students at all times. This includes email, class discussion, one to one discussions and any and all other types of communications. The professor reserves the right to escalate directly to the Undergraduate Dean Office and or the [University's Behavior Assessment and Intervention Team \(BAIT\)](#) at any time should a student be disrespectful, confrontational, unprofessional, and or when behaviors are deemed unacceptable in an academic environment.

Assignments & Academic Calendar

Topics, Reading Assignments, Due Dates, Exam Dates

Wk	Dates	Topics	Chapters & Material
(All Readings DUE BEFORE Lecture Days)			
Groups			
1	1/20 & 1/22	Org Behavior Overview: What, Why Essential Syllabus Review Check	1
2	1/27 & 1/29	Groups and Teams; Video	9
3	2/3 & 2/5	Communication; Class Activity Conflict Resolution, Negotiations	8 10
4	2/10 & 2/12	Decision Making & Creativity	11
	2/12	Study Guide #1 Due	
	Take at Testing Center 2/12 to 2/20	Exam 1: Groups	
Individuals			
5	2/17 & 2/19	Inclusion, Equity, Diversity Individual Differences & Perceptions	2 3
6	2/24 & 2/26	Attitudes & Behaviors Ethics: Root Cause Analysis Team Assignment	4 Handouts
7	3/3 & 3/5	Review Group Project Presentation Rubric, Root Cause Solutions Team Assignment, Class Presentations	-
8	3/10 & 3/12	Foundations of Motivation Designing a Motivating Work Environment'	5 6*
9	3/16 to 3/20	Spring Break	-
10	3/24 & 3/26	Stress, Wellness, Emotions	7
	3/26	Study Guide #2 Due	
	Take at Testing Center 3/26 to 4/3	Exam 2: Individuals	
Organizations			
11	3/31 & 4/2	Leading at Work	12
12	4/7 & 4/9	Power, Influence, Politics	13
13	4/14 & 4/16	Org Structure and Change	14
14	4/21 & 4/23	Organizational Culture	15
15	4/28 & 4/30	Group Project Presentations	Present
16	5/5 & 5/7	Group Project Presentations	Present
	4/23	Study Guide #3 Due	
	Take at Testing Center 4/23 to 5/8	Exam 3: Organizations + Cumulative	

Grading

Your final grade is based on the below deliverables with percent contribution to your total grade. Note the due dates of each and plan accordingly. **You will receive 20 points off for every day you are late past the deadline.**

	Deliverable	Max Points	Percentage	Due Date
1	Engaged Class Participation	100*	5%	all Semester
2	eLearning Discussion Board	100	5%	all Semester
3	Class Attendance	100	5%	all Semester
4	Exam 1	100	15%	2/12 to 2/20
5	Exam 2	100	15%	3/26 to 4/3
6	Exam 3	100	15%	4/30 to 5/8
7	Study Guide Submission: Exam 1	100	5%	by 2/12
8	Study Guide Submission: Exam 2	100	5%	by 3/26
9	Study Guide Submission: Exam 3	100	5%	by 4/30
10	Root Causes (RC) Assignment	100	5%	3/5
11	Final Group Project & Team Evaluations	100	20%	4/28
	Totals		100%	

In summary:

Come to class, participate, discuss online:	15%
Exams:	45%
Study Guide Submissions:	15%
Root Cause Assignment:	5%
<u>Group Projects & Team Evals.:</u>	<u>20%</u>
Total:	100%

Undergraduate Grade Scale

Score	Letter Grade	Score	Letter Grade	Score	Letter Grade
100-97	A+	82-80	B-	66-63	D
96-93	A	79-77	C+	62-60	D-
92-90	A-	76-73	C	Below 59	F
89-87	B+	72-70	C-		
86-83	B	69-67	D+		

If you have questions about your grade in the course at any time, please proactively and timely contact me as this is your responsibility, not the instructor's. 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.

Exams

IMPORTANT: We have 3 exams in class. I will drop your lowest exam score. I will double your highest score. **Therefore, there will be no make-up exams.** Plan accordingly.

Take the sample test online on eLearning. There are 1 to 2 questions. It is there for you to establish the link between UTD/eLearning to the FlatWorld Site, a requirement in order to take your exams.

All exams are at the Testing Center. Use Firefox or Chrome as your browser for the exam (works best).

Register now for all exams the first week of class. Last minute bookings (48-hour min) may get rejected because of limited space. Reserve here → <https://ets.utdallas.edu/testing-center/students/>

Review the [Student Guidelines](#) prior to taking your first exam at the testing center. In addition, any ARC student(s) with approved accommodations should also review the [ARC Testing Guidelines](#) prior to taking their exam at the center.

Study Guide (5% each X 3 study guides)

Complete the study guides provided to you. Upload the file only as a PDF to receive your grade. If you complete all of the study guide, you receive 100 points. Easy.

If you upload your file(s) in a different format, you will receive 0 points. UPLOAD File IN PDF FORMAT ONLY. If you fail to upload as a PDF, you receive zero (0) points. Part

of higher education is knowing to pay attention and follow instructions. Please understand there are NO EXCEPTIONS.

Partial completions are a zero. To receive a score of 100, you must complete all questions/blanks of the study guide.

Group Project (20%)

You will break out into teams assigned by your instructor to work on your group project, which consists of a case scenario for you to analyze and solution. The case information & rubric will be listed in eLearning, labeled - "Group Project_(Team Name)". Do not discuss the case with anyone outside of your assigned team. You and your team mates will work together to solve what you believe is the best solution (realistic, feasible, most impactful) to the organizational situation given and present recommendations to the class.

To ensure everyone is a proactive contributor, all teams are required (mandatory) to complete an evaluation on each team member. Poor individual contributors will have points deducted.

Grading: Everyone on the team MUST present. **If you cannot present or you have an un-excused absence on presentation day, you will be deducted 25 points from your grade. NO EXCEPTIONS.**

Every team member assigned in your group project #1 and #2 MUST submit their (1) PPT and (2) their evaluation form (PDF) on each team member. If you fail to submit either (1) or (2) on time, you will be deducted 20 points PER DAY penalty DEDUCTED from your final score. Note the due date and exact time of deadlines.

For evaluations example: There are 4 people on your team, each person on the team will submit the team PPT in eLearning. So, there are a total of 4 submissions in eLearning for your project. This allows the instructor to assign an individual grade to you. Additionally, each person on this team will submit an evaluation on each other. Team member #1 fills out ONE form in PDF format on the other team members, #2, #3, #4. The same applies for each team member such that there is a total of 4 evaluations for the team. Grades are adjusted to each student based on all evaluations turned in.

THERE ARE NO EXCEPTIONS TO THE ABOVE. Part of being in a higher education institution is following detailed instructions and meeting deadline requirements. If you show up, do the work/teamwork, and submit the two files on time, you are doing excellent!

See rubric for grading criteria.

Total presentation time per team will be announced by your instructor.

Course Policies

Late Work

You will receive 20 points per day penalty DEDUCTED from your final score for anything that is late past the due date. Note the due date and exact time of deadlines. No exceptions.

Communication

Please only message me through the eLearning/Course Message. See example screenshot below. If you contact me a different way, I will not see it and will not be able to respond.



Class Materials

The instructor will 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 AccessAbility Resource Center accommodation. Failure to comply with these University requirements is a violation of the [Student Code of Conduct](#)

Class Attendance (5%)

Attendance in the first class and all classes are mandatory. You may exercise “one unexcused absence” as long as you notify me beforehand (min 12 hours) on our [eLearning portal/email](#). You may NOT use your “one unexcused absence on an exam day or a presentation day.

For each class you miss beyond your “one unexcused absence”, you will have 2.5 points deducted from your course grade. So if you miss an additional two classes, you will have a total of 5 points deducted from your course grade unless you are absent for a medical (doctor’s note required) or [religious reason allowed in accordance to University Policies and Procedures](#). For example, if you take your one unexcused absence and miss an additional two classes and you score 100 on everything in class (perfect), the highest score you can make in class is 95.

Each lecture is essential to attend as we cover course material, case studies, perform group activities, exercises, etc. Poor attendance has shown to directly correlate to poor grades.

Quizzes during class will serve to track your attendance. Quizzes may be at any time during the course (beginning, middle, end).

Attendance counts when you arrive on time and stay for the duration of the class. Leaving early will give you an absence even if you took the attendance exam.

Class Participation (class engagement at 5%; discussion board at 5%) TOTAL is 10%

Everyone is expected to speak and contribute in class throughout the entire semester. Be thoughtful, respectful, and productive when you contribute in class. Your class participation is directly reflected in your participation grade and is solely determined by your instructor. It is not subject to negotiation or debate.

Participation grades/points are earned. Please know there are no exceptions.

Class Engagement (5%): Students who fail to participate in class regularly are inviting scholastic difficulty. You will know if you participated because your instructor will initial your student name plate (do not lose it) when you contribute something notable. Nameplates are collected at the last class. Class engagement scoring is below:

5 - Exceptional Engagement

Consistently contributes meaningful comments in class discussions; demonstrates clear preparation; asks thoughtful questions; actively listens and builds on others' ideas.

4 - Strong Engagement

Participates regularly with relevant contributions; shows preparation and understanding of material; occasionally builds on peers' comments.

3 - Moderate Engagement

Participates occasionally; contributions are generally relevant but may be brief or surface-level; shows some preparation.

2 - Minimal Engagement

Rarely participates; contributions are infrequent or limited in relevance; appears inconsistently prepared.

0 to 1 - No Engagement

Does not participate in discussions; shows little to no evidence of preparation or attention during class.

Discussion Board (5%): Engagement also includes participation in the eLearning/Discussion Board (respond to writing prompts and or your colleagues responses). You will be notified when there is a discussion prompt as it will be posted in the Discussion Board of eLearning as well announced as in class. Dates are not set as they are dictated by course discussions and class debates/engagement. The discussion board is monitored. Please be professional.

5 - Exceptional Engagement

Consistently contributes meaningful, relevant responses that directly address the discussion prompt and/or classmates' posts; comments are clear, concise, and demonstrate strong understanding of course concepts; actively builds on others' ideas in a professional manner.

4 - Strong Engagement

Contributes relevant responses that address the prompt and/or classmates' posts; comments are clear and concise; demonstrates preparation and understanding of course material; engages respectfully with others.

3 – Moderate Engagement

Contributes occasionally; responses address the prompt but may be brief or surface-level; limited interaction with classmates; professional tone is maintained.

2 – Minimal Engagement

Rare or limited contributions; responses show minimal connection to the prompt or classmates' posts; limited evidence of preparation or understanding; engagement is largely passive.

1 – No Engagement (Attempted)

Contribution is present but demonstrates little to no engagement with the prompt or classmates; responses are off-topic, overly vague, or add no substantive value; professional standards may be inconsistently met.

0 – No Credit

No contribution submitted or contribution submitted after the discussion period closes.

Class Recordings

Students are expected to follow appropriate University policies and maintain the security of passwords used to access recorded lectures. Unless the AccessAbility Resource Center 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 AccessAbility Resource Center accommodation. Failure to comply with these University requirements is a violation of the [Student Code of Conduct](#).

Classroom Citizenship

Be on-time or be early to all classes. Plan accordingly. This will prepare you for proper business etiquette and is also respectful to the instructor and your classmates.

Do not use AI for any project work you and your team present. Using AI and stating it as your own work is a violation of ethics. The Jindal School of Management at the University of Texas at Dallas is a nationally ranked, respected university with an outstanding reputation. All JSOM students are expected to conduct themselves in a manner that demonstrates the highest standards of integrity and professionalism. JSOM has established a mandatory code of conduct and ethics policy for students. Failure to follow the policy guidelines will result in significant negative consequences as outlined below. Reference also the [Student Code of Conduct](#).

There are no headphones/ear buds, cell phones and laptops allowed unless they are inside your bag. **If you are using your cell phone during class, you will be asked to leave immediately. It is rude and distracting to the instructor and others.** If you must use your cell phone for an *urgent matter only*, please quietly and politely leave the classroom to take your call or text.

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.”

Accommodations

If you have a disability that requires special accommodation, please let me know immediately so that I can be helpful to you. It is the policy and practice of The University of Texas at Dallas to make reasonable accommodations for students with properly documented disabilities. However, written notification from the Office of Student AccessAbility (OSA) is required. If you are eligible to receive an accommodation and would like to request it for this course, please discuss it with me and allow one-week advance notice. Students who have questions about receiving accommodations, or those who have, or think they may have, a disability (mobility, sensory, health, psychological, learning, etc.) are invited 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. Please review [the section](#) within the UT Dallas Syllabus Policies and Procedures webpage.

Academic Support Resources

Please visit the [Academic Support Resources](#) page to view the University’s academic support resources for all students.

UT Dallas Syllabus Policies and Procedures

Please visit the [Syllabus Policies](#) page to view the University’s policies and procedures segment of the course syllabus.

Please review the catalog sections regarding the [credit/no credit](#) or [pass/fail](#) grading option and withdrawal from class.