



Course OBHR3310.004.15S Organizational Behavior
Professor Doug Milbauer
Term August 27, 2015 – December 9, 2015
Meetings Monday, Wednesday, Friday 11:00am-11:50am
JSOM 2.107

Professor's Contact Information

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Office Hours By appointment

Communication

I will respond to all email requests normally by the end of the day that they are received. In order to protect your privacy, I will not respond to questions in or out of the classroom that are of a personal or sensitive nature except in my office – this includes questions about grades. ALL EMAIL COMMUNICATIONS must be through your UTD email address ONLY.

General Course Information

Pre-requisites RHET 1302 and MATH 1325.

Course Description

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.

Learning Outcomes

- 1) Understand the role of management within the organization.
- 2) Understand the role of the individual within the organizational setting, including cognitions, behavior, and attitudes.
- 3) Understand how to assess individual behavior in order to more effectively manage employee performance.
- 4) Understand the nature of groups and teams, particularly with regards to formation, decision making, and conflict management.
- 5) Understand key sociopolitical aspects of organizations, including power, politics, and leadership.
- 6) Be able to integrate knowledge gained in Organizational Behavior in order to analyze and present an original case analysis.
- 7) Develop an understanding of ethics as they are related to human values, behavior and approaches to making judgments based upon ethical and environmental considerations.
- 8) Demonstrate an understanding of the sources and consequences of multi-ethnic and multi-cultural diversity & implications for human interactions within and across levels that include intra-personal, interpersonal, group and organizational and inter-organizational interactions.

Required Texts & Materials

Organizational Behavior. Talya Bauer and Berrin Erdogan. V2.0. Flat World Knowledge, Inc. Irvington, NY. ISBN: 978-1-4533-7119-0. Available in both text and online versions at the link below.
<http://students.flatworldknowledge.com/course?cid=2438857&bid=2398571>

Cost: As low as \$24 for online version.

Reflected Best Self Exercise (RBSE). RBSE is available for purchase (\$9 for one copy) with a credit card on the website - www.centerforpos.org. There, click on the "DO" link and then on "Tools", which will take you to the following page <http://positiveorgs.bus.umich.edu/cpo-tools/reflected-best-self-exercise-2nd-edition/>, click on "Purchase". You need to complete the order form, and pay for your copy. Upon completing the purchase process, you are then able to download a PDF of the RBSE, and are authorized to print one copy.

Articles. Select chapters require additional readings. These articles are available for free through the UTD library website. I will also provide a link where you can purchase the Harvard Business Review articles at the reduced student rate.

Required Computer Access

You will need to have access to eLearning. Class slides and other relevant materials will be posted on eLearning. In addition, you are advised to check your messages on eLearning frequently, and prior to each class session. This will be the main way to disseminate any messages or instructions relating to the course. A university policy to protect student privacy directs that faculty are not required to answer student e-mails unless they are from a UTD account. This means that I will not respond to e-mails unless they come from a UTD account.

Course Schedule

To ensure a high quality learning experience, it is critical that you prepare thoroughly before each class. Readings and assignments are to be completed before class. **You will get the most from each class by participating actively in class discussions each day. Contributions from everyone are critical to the success of the course and to the shared learning experience.**

This course outline provides a general plan for the course. I reserve the right to make changes to content, requirements, and schedule. All changes will be announced in class and/or posted on eLearning.

Course Schedule

Date	Topic	Readings & Assignments (Everything is due by Sunday 11:59PM, unless otherwise noted)
Week of Aug 24	Course Overview, Introduction to OB What is Organizational Behavior? Evidence-Based Management Reflected Best Self Exercise Introduction	Chapter 1 Jeffrey Pfeffer and Robert Sutton. “Evidence-Based Management”. HBR, January 2006, 63-74. RBSE booklet See: https://www.linkedin.com/pulse/20130701103511-69244073-a-better-way-to-discover-your-strengths
Week of Aug 31	What is Organizational Behavior Managing Demographic and Cultural Diversity	Chapters 1 & 2 Sign-up for teams in eLearning RBSE: - Feedback requests sent - Submit a-priori Best Self Portrait
Week of Sept 7	NO CLASS – Monday Sept 7 – Labor Day Individual Differences and Perception	Chapter 3 Roberts, Spreitzer, Dutton, Quinn, Heaphy, Barker. “How to Play to Your Strengths”. HBR, January 2005, 75-80. Complete the Meyers Briggs Personality Assessment: http://www.humanmetrics.com/cgi-win/jtypes2.asp OB in News Team 1 presentation
Week of Sept 14	Group Behavior and Work Teams Team Launch Exercise in class	Chapter 9 OB in News Team 2 presentation
Week of Sept 21	Individual Attitudes and Behavior	Chapter 4 OB in News Team 3 presentation
Week of Sept 28	Meyers-Briggs Type Indicator Results Interpretation by Jane Shipman, Career Consultant Motivation Exam 1 – Friday Oct 2	Chapter 5 Chapters 1, 2, 3, 4, 9, plus articles
Week of Oct 5	Motivation	Chapters 5 & 6 OB in News Team 4 presentation Ideal Organization Project, Part 1 DUE (chapters 1, 2, 3, 4, 9)
Week of Oct 12	Managing Stress and Emotions Communication	Chapters 7 & 8 OB in News Team 5 presentation

Week of Oct 19	Conflict and Negotiations	Chapter 10 RBSE: Submit Reflected Best Self Portrait (1-page; based on analysis of the feedback you received) OB in News Team 6 presentation
Week of Oct 26	Making Decisions Exam 2 – Friday Oct 30	Chapter 11 Chapters 5, 6, 7, 8, 10, plus articles
Week of Nov 2	Ethical Decision Making	Enron Daniel Kahneman, Dan Lovallo, and Olivier Sibony: “Before you Make That Big Decision”. HBR, June 2011, 51-60. Ideal Organization Project, Part 2 (chapters 5, 6, 7, 8, 10, 11)
Week of Nov 9	Leading People within Organizations	Chapter 12 OB in News Team 7 presentation RBSE: submit the complete RBSE Paper
Week of Nov 16	Power and Politics Political Skills Inventory	Chapter 13 OB in News Team 8 presentation OB in News Team 9 presentation Jeffrey Pfeffer. “Power Play”. HBR. May 2009 http://jeffreypfeffer.com/wp-content/uploads/2011/10/HBR-JulAug2010-PowerPlay.pdf Case Analysis due
Week of Nov 23	NO CLASSES – Thanksgiving Break	
Week of Nov 30	Organizational Change and Structure Ideal Organization Presentations Exam 3 – Friday Dec 4	Chapters 14 & 15 OB in News Team 10 presentation Chapters 11, 12, 13, 14, 15, plus articles
Week of Dec 7	Final Ideal Organization Project (all 3 parts) Wednesday Dec 9 – Last Day of Class	

These descriptions, assignments and timelines are subject to change at the sole discretion of the Professor.

Grading Policy

Team Projects	Points
1. Ideal Organization, Paper and Presentation	25
2. OB in the News, Paper and Presentation	8
Individual Assignments	
3. Reflected Best Self Exercise (RBSE)	10
4. Participation	20
5. Case Analysis	10
6. 3 Exams (each 9 points)	27
TOTAL	100

Grading Scale

A+: 97 and up	A: 94-96	A-: 90-93
B+: 87-89	B: 84-86	B-: 80-83
C+: 77-79	C: 74-76	C-: 70-73
D+: 67-69	D: 64-66	D-: 60-63
F: 59 and below		

If you have questions about grades, please make an appointment with me. **All grade inquiries must be made within two weeks of the posting of the grade. Grade inquiries about your FINAL grade must be made within three days of the grade posting.**

Descriptions of Course Assignments

Full descriptions will be available during the first week of class via eLearning.