

DOANE COLLEGE
Winter I 2016
BUS 315
Organizational Behavior

Instructor: Dr. Ted Hill

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Office Hours: Before and after class or by appointment

Course Description: Understanding the essentials of individual and group behavior is critical to success in today's organizations. This was true when the economy was driven by manufacturing firms, but it is even more important in the information economy. This course is designed to explore behavioral science as it applies to organizations, and it will take a decidedly practical approach. Class discussion will focus on students' experiences, the text material, and current events. While there will be some reliance on traditional lectures, it is expected that most of our class time will be interactive.

Required Text: Essentials of Organizational Behavior, 13th Edition Robbins, S. F. & Judge, T. A., Pearson Prentice Hall, Upper Saddle River: NJ. ISBN 9780133920819.

Course Objectives: Upon successful completion of the course, students should:

- Understand the definition of Organizational Behavior and the foundation sciences on which it is built
- Understand the concepts of person/job fit
- Understand the bases of job satisfaction and engagement
- Have a strong understanding of the nature of personality and its role in organizational behavior
- Understand the link between perception and decision making
- Be able to apply Maslow's hierarchy of needs and Theory X, Theory Y management to organizational problems
- See the ways in which current events impact individuals and organizations
- Understand the roles gender, generations, and other behavioral variables play in motivating employees
- Understand the similarities and differences between managing and leading
- Understand the basics of communication in organizations
- Understand the nature of power and politics and how it plays out in organizations

Course Requirements:	Mid-Term Exam	30%
	Final Exam	30%
	Project	30%
	Class Contribution	10%

The details of course grading will be discussed on the first day of class. Exams will consist of short essay questions. The project will be a brief presentation to be more fully described in class. Class contribution will be critical to the success of this course. Each of us will have experiences that can be of great benefit to the entire class, and you will be expected to share them. Please read the assigned material prior to each class. You should also keep abreast of major business news. These topics will frequently be discussed during class.

Proposed Schedule of Events:

<u>Session</u>	<u>Topic</u>	<u>Assignment</u>
One	Introduction	Chapter 1
Two	Personality	Chapters 3
Three	Motivation	Chapters 5 & 6
Four	Emotion and the Work Place Mid-Term Exam Due	Chapters 7
Five	Group Dynamics	Chapters 8 & 9
Six	Leadership and Communication	Chapter 10 & 11
Seven	Power and Politics	Chapter 12
Eight	Project Paper Due Organizational Culture	Chapter 15
Nine	Final Exam Due	