

DOANE UNIVERSITY
Winter II 2018
BUS 604
Advanced Organizational Behavior (3 Cr.)
Tuesday 6:00 p.m.

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 topics, and current events. While there will be some reliance on traditional lectures, it is expected that much of our class time will be interactive.

Text: Classics of Organizational Behavior, Natemeyer, 4th Edition, ISBN 97981577667032

Course Requirements:	Mid-Term Exam	30%
	Final Exam	30%
	Presentation	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 presentation will also be fully explained on the first day of 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.

Course Objectives:

- Understand the contributions of Psychology, and Sociology to Organizational Behavior
- Understand the roles that ability, attitude, personality and values have on performance
- Understand the nature of perception and how it impacts individual behavior
- Understand the nature of motivation and how to use it as a management tool
- Understand the ways in which emotions and moods impact an individual's work life
- Understand the nature of groups and teams and how they are used and misused in today's organizations
- Understand the basics of human communication and how to avoid typical barriers to effective communication
- Explore the nature of power and politics
- Explore the differences and similarities between management and leadership
- Understand the nature of organizational structures and the linkages between structure and mission
- Understand the ways in which organizational culture develops and the impact of culture on employees
- Understand the basics of Organizational Development

Proposed Schedule of Events:

<u>Week</u>	<u>Topic</u>	<u>Assignments TBD</u>
One	Foundations	Section I, Articles 1 - 4
Two	Motivation	Section II, Articles 1 - 3
Three	Motivation	Section II, Articles 4 - 6
Four	Interpersonal Behavior Mid-Term Assigned	Section III, Articles 1, 3, 4, 5
Five	Mid-Term Exam Due Interpersonal Behavior	Section III, Articles 6, 7, 8
Six	Leadership	Section IV, Articles 1, 4, 6, 7
Seven	Power and Politics	Section V, Articles 1, 3, 4
Eight	Final Exam Assigned Presentations	
Nine	Final Due	