

Doane University

BUS 604 Advanced Organizational Behavior

BUS 315 Organizational Behavior

Course Information

BUS 604/BUS 315
Advanced Organizational Behavior
Organizational Behavior
3 Credit Hours

Instructor Information

Dr. Debora Sepich
Doane University

Deb Robinson
Doane University

Contact Information

Email Address: Deb.Sepich@doane.edu

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Communicating With the Instructor

This course uses a “three before me” policy for student to faculty communications. When questions arise during the course of this class, please remember to check these three sources for an answer before asking me to reply to your individual questions:

1. Course syllabus
2. Announcements in Blackboard
3. The Q & A discussion board

This policy will help you in potentially identifying answers before I can get back to you and it also helps your instructor avoid answering similar questions or concerns multiple times.

If you cannot find an answer to your question, please first post your question to the Q & A questions discussion board. Here your question can be answered for the benefit of all students by either your fellow students who know the answer to your question or the

instructor. You are encouraged to answer questions from other students in the discussion forum when you know the answer to a question in order to help provide timely assistance.

If you have questions of a personal nature such as relating a personal emergency, questioning a grade on an assignment, or something else that needs to be communicated privately, you are welcome to contact me via email or phone. My preference is that you will try to email me first. I will usually respond to email and phone messages from 8am to 9pm on weekdays, please allow 24 hours for me to respond.

If you have a question about the technology being used in the course, please contact the Doane University Help Desk for assistance (contact information is listed below).

Course Catalog Description

A course providing students the opportunity to conduct an in-depth study of human behavior in organizations. It focuses on the theory underlying individual behavior in organizations and the application of that theory to managerial issues that are present in today's organizations. Major areas of study include motivation, group processes, power and influence, and conflict resolution. Prerequisites: None

Course Textbook and Materials

Required

Organizational Behavior - Managing People and Organizations, 12th Ed. Ricky Griffin, Jean Phillips, & Stanley Gully. Cengage. ISBN-13: 978-1305501393

Learning Objectives

Course Objectives

At the completion of this course students will be able to:

Identify and synthesize the relationship between human behavior and success within an organization.

Identify individual and group behavior and dynamics in the workplace towards improving the success of both in accordance with the organization's goals.

Realize and apply concepts that lead to the successful management and leadership of people within an organization.

Evaluate the inter-relationship of ethics, diversity, and globalization of daily business practices.

Course Requirements

Course Preparation and Participation

Preparation for class means reading the assigned readings & reviewing all information required for that week prior to class night.

Email and Internet

You must have an active Doane University e-mail account and access to the Internet. *All instructor correspondence will be sent to your Doane University e-mail account.* Please plan on checking your Doane Gmail account regularly for course related messages.

This course uses Blackboard for the facilitation of communications between faculty and students, submission of assignments, and posting of grades. The Blackboard Course Site can be accessed at <http://bb2.doane.edu>

Campus Network or Blackboard Outage

When access to Blackboard is not available for an extended period of time (greater than one entire evening - 6pm till 11pm) you can reasonably expect that the due date for assignments will be changed to the next day (assignment still due by midnight).

Late or Missed Assignments

Late assignments will be penalized 20% per day (or part of day) late.

Submitting Assignments

All assignments, unless otherwise announced by the instructor, must be submitted via Blackboard. Each assignment will have a designated place for submission.

Drop and Add dates

If you feel it is necessary to withdraw from the course, please contact your advisor for full details on the types of withdrawals that are available and their procedures.

Subject to change notice

All material, assignments, and deadlines are subject to change with prior notice. It is your responsibility to stay in touch with your instructor, review the course site regularly, or communicate with other students, to adjust as needed if assignments or due dates change.

Academic Integrity

Doane University expects and requires all its students to act with honesty and integrity, and respect the rights of others in carrying out all academic assignments. Academic dishonesty, the act of knowingly and willingly attempting or assisting others to gain academic success by dishonest means, is manifested in various measures. Gehring, et al, (1986) suggests that four categories of academic dishonesty exist¹:

- a. Cheating
- b. Fabrication

- c. Facilitating academic dishonesty
- d. Plagiarism

For more information on academic integrity, please visit the website:
<http://catalog.doane.edu/content.php?catoid=4&navoid=191>

Privacy and Accessibility policies of external tools

<http://www.doane.edu/instructional-design-services/policies>

Course Grading

Grades and Grading Scale

Assignment of letter grades is based on a percentage of points earned. The letter grade will correspond with the following percentages achieved. All course requirements must be completed before a grade is assigned.

| | |
|---|--------------|
| A | 100 – 90 |
| B | 89 – 80 |
| C | 79 – 70 |
| D | 69 – 60 |
| E | 59 and below |

See the requirements for the specific Assignments on Blackboard.

Expect grades for assignments to be posted within 3-5 days of due date.

Grading Percentages

| | | |
|--|--------------|------|
| 6 Current Event Participation in Class | 5 pts each. | 20% |
| 3 Reaction Papers | 10 Pts each. | 30% |
| 3 Case Studies | 10 Pts each | 30 % |

Undergraduates:

| | | |
|------------------------|---------|------|
| Week Seven Case Study | 10 Pts. | 10% |
| Week Eight Video Case. | 10 Pts. | 10 % |

Graduate Students

| | | |
|-----------------------------|---------|------|
| Week Seven Persuasive Paper | 10 Pts. | 10% |
| Week Eight Presentation. | 10 Pts. | 10 % |

How to Succeed in this Course

- Check your Doane email regularly
- Log in to the course web site daily
- Communicate with your instructor
- Create a study schedule so that you don't fall behind on assignments

Technical Support Contact Information

For technical assistance 24 hours a day, 7 days a week, please contact the Doane University Technology Office Help Desk:

Phone: 402-826-8411

Email: helpdesk@doane.edu

Web: <http://www.doane.edu/about-doane/offices/its/help-and-support>

Accessibility Statement

In compliance with the Rehabilitation Act of 1973, Section 504, and the Americans with Disabilities Act of 1990, professional disability specialists and support staff at Doane University facilitate a comprehensive range of academic support services and accommodations for qualified students with disabilities. Doane University staff coordinate transition from high schools and community colleges, in-service training for faculty and staff, resolution of accessibility issues, community outreach, and collaboration between all Doane University regarding disability policies, procedures, and accommodations.

Accessibility Services

Doane University Access/Services for Students with Disabilities

<http://www.doane.edu/disability-services>

Contact Person: Angie Klasek Phone: 402.466.4774 Email: angie.klasek@doane.edu

Academic Support

Contact Person: Tere Francis Phone: 402.466.4774 Email: terese.francis@doane.edu

Student Services

<http://www.doane.edu/gps/student-services>

Student Conduct Statement

Students are required to adhere to the behavior standards listed in **Doane University Policy Manual**

Appropriate classroom behavior is defined by the instructor. This includes the number and length of individual messages online. Course discussion messages should remain focused on the assigned discussion topics. Students must maintain a cordial atmosphere and use tact in expressing differences of opinion. Inappropriate discussion board messages may be deleted if an instructor feels it is necessary. Students will be notified privately that their posting was inappropriate.

Student access to the course Send Email feature may be limited or removed if an instructor feels that students are sending inappropriate electronic messages to other students in the course.

Syllabus Disclaimer

The instructor views the course syllabus as an educational contract between the instructor and students. Every effort will be made to avoid changing the course schedule but the possibility exists that unforeseen events will make syllabus changes necessary. The instructor reserves the right to make changes to the syllabus as deemed necessary. Students will be notified in a timely manner of any syllabus changes face-to-face, via email or in the course site Announcements. Please remember to check your Doane University email and the course site Announcements often.