Governors State University
College of Business and Public Administration

Course Number & Title: MGMT 401 ORGANIZATIONAL BEHAVIOR (OBSW94C)
Reference Number: 56295
Session: Winter 1994, Block I
Instructor: Richard J. Vorwerk, Ph.D.
Phone No.: 708/534-4957
Office No.: C3360
Office Hours: Monday: 5:00 p.m. - 7:30 p.m.
           Tuesday: 5:00 p.m. - 7:30 p.m.
           Other times by appointment.
Credit Hours: Three

Catalog Description:
Analyzes the behavior of people in organizations. Discusses organizational motivation, leadership, group behavior, communication, and decision making. This is an extension and intensification of the behavioral portion of MGMT 301, Principles of Management.

Prerequisites: MGMT 301, Principles of Management

Textbook:


Optional text:

Instructional Modalities: Correspondence

Expected Student Outcomes:
1. Master ideas, theories and concepts of organizational behavior and be able to discuss behavioral issues in organizations;
2. Enhance ability to learn from experience, to test what is learned against new experience and to extract new learning in a continuing fashion;
3. Develop skills in observing and understanding living and working experiences;
4. Enhance ability to behave effectively in organizational situations.
Written assignments:

You must turn in one completed exercise and one case study. (If you cannot attend the classes, you must turn in one additional exercise and one additional case study for each class that you miss.) See the Study Guide for instructions.

In addition, you must complete the Individual Written Assignment (see p. 121 in your Study Guide for directions).

All assignments must be double-spaced and typed. All references should be cited in an acceptable format. If you are not familiar with an acceptable format, follow the format used in your text.

Tests:

The material to be covered in the three tests can be found in the text (Cohen). The tests will be open book and open note. The tests will be comprised of true-false, multiple-choice, and essay questions. See the Class Schedule for the subject matter for each test.

All exams are to be taken at the GSU testing center located in the University's Student Development Office, First floor, room B1400.

When you are ready for your exam, follow these directions:
1. Make an appointment by calling 708/534-5030, AT LEAST two business days prior to the examination.
2. Be prepared to provide the following information:
   a. your name
   b. social security number
   c. the course title and index number
   d. the term (important for incompletes)
   e. the exact name and number of the examination.

The Student Development Office will provide you with a date and start time for your exam.

Testing hours: Monday through Thursday - 4:30 p.m.
   Saturday - 8:30 a.m. - 12 noon

Grading: Exercise and Case Study - 10%  Test 1 - 15%
         Class Participation - 20%  Test 2 - 20%
         Paper - 15%  Test 3 - 20%

Topical Outline/Course Content:

January 21:  Orientation, 7:00 p.m.
or
January 22:  Orientation, 9:30 p.m.
February 12: Suggested: Have taken Exam 1. Material to be covered:

Cohen: Introduction, 3 - 36
The total organization and the concept of systems, 39 - 62
The work group, 65 - 95
Cohesiveness in groups, 99 - 112
Differentiation in groups, 115 - 139

Cases: Fujiyama Trading Co., Ltd., 724 - 733
Banana Time, 478 - 484
The case of the changing cage, 572 - 577
The Foster Creek Post Office Case, 712 - 717
The Slade Company, 879 - 890

February 19: First class, 9:30 a.m. - 11:30 a.m.

(You are encouraged to attend the classes; however, if you cannot, complete one extra exercise and one extra case study for each class missed. Statistics from previous classes show that over 95% of those who attend all the classes finish the course. Less than 30% of those who do not attend the classes finish the course.)

February 26: Suggested: Turn in the Exercise you have chosen.

March 5: Suggested: Turn in the required Case Study.

March 19: Suggested: Have taken Exam 2. Material to be covered:

Cohen: Developing group effectiveness, 141 - 166
Basic human needs and rewards, 169 - 194
The personal system, 199 - 243
The two-person work relationship: job requirements and background factors, 247 - 268
The two-person work relationship, 271 - 303

Cases: Bob Knowlton, 536 - 544
Nolim (A), 833 - 837
Outsiders in Ootiland, 837 - 853
The Carpenter case, 566 - 572
The eager new lawyer and the managing clerk, 686 - 691

March 26: Class, 9:30 a.m. - 11:30 a.m., Engbretson Hall

(You are encouraged to attend the classes; however, if you cannot, complete one extra exercise and one extra case study for each class missed. Statistics from previous classes show that over 95% of those who attend all the classes finish the course. Less than 30% of those who do not attend the classes finish the course.)

April 2: Suggested: Turn in Individual Written Assignment.
April 16:  Suggested: Take Exam 3. Material to be covered:

Cohen: Leadership: exerting influence and power, 307 - 332
Leadership: managerial functions and styles, 337 - 373
Relations among groups in the organization, 377 - 401
The manager as the initiator of change in the organization, 405 - 450

General Education Issues:

The general education issues of writing and critical thinking are incorporated as follows: Writing: the Individual Written Assignment, the written exercise and case study. Critical thinking: Class discussion, exercises and case studies, as well as the written exercise and case study.