Governors State University
College of Business and Public Administration

Course Number & Title: S MGMT 401 ORGANIZATIONAL BEHAVIOR (OESS94CR)
Reference Number: 59087
Session: Spring/Summer 1994, Block I
Instructor: Richard J. Vorwerk, Ph.D.
Phone No.: 708/534-4957
Office No.: C3360
Office Hours:
Monday: 6:00 p.m. - 7:30 p.m. (Starting 7/6)
Tuesday: 6:30 p.m. - 7:30 p.m. (Starting 7/6)
Wednesday: 6:30 p.m. - 7:30 p.m. (Starting 7/6)
Thursday: 6:00 p.m. - 7:30 p.m. (Starting 7/6)
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:


Instructional Modality: 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.) Instructions for completing the exercises and case studies can be found in the abridged
study guide which I will give you. Three exercises can be found in the Abridged Study Guide, pp. 1 - 4. Instructions for the case studies can be found on pages 5 - 11. The case studies themselves are found in your text.

In addition, you must complete the Individual Written Assignment. Instructions can be found on pages 11 - 12 of the Abridged Study Guide.

All assignments must be double-spaced and typed.

All assignments should have the following information at the top of the first page:

Name
Address
Telephone No.
Social Security No.
Date

All assignments should be sent to:

Richard J. Vorwerk,
College of Business and Public Administration
Governors State University
University Park, IL 60466.

Tests:

The material to be covered in the three tests can be found in the text (Cohen). The tests will be comprised of 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. If you reside more than 50 miles from Governors State University, call Ms. Geri Padgett at 708/534-4089 to make arrangements to take your examinations. You may, of course, take your examinations on campus.

When you are ready for your exam, follow these directions:

1. Make an appointment by calling 708/534-5000 x5030, 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%

For Persons with Disabilities:

It is the intention of this institution to support full participation of all students, regardless of physical ability level. Therefore, if any student needs consideration of his/her physical abilities in order to complete the course, please notify the instructor as soon as possible.

Topical Outline/Course Content:

May 20:  Orientation, 6:30 p.m.
or
May 21:  Orientation, 9:30 p.m.

June 4:  Suggested: Have taken Exam 1. Material to be covered:

Cohen:
  Chapter 1: Introduction, 4 - 39
  Chapter 2: The total organization and the concept of systems, 44 - 68
  Chapter 3: The work group, 72 - 102
  Chapter 4: Cohesiveness in groups, 106 - 119
  Chapter 5: Differentiation in groups, 124 - 148

Cases:
  Fujiyama Trading Co., Ltd., 682 - 691
  Banana Time, 497 - 502
  The case of the changing cage, 543 - 547
  The Foster Creek Post Office Case, 677 - 682
  The Slade Company, 854 - 865

June 4:  First class, 10:30 a.m. - 12:30 p.m. To be held in Room C3330

(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.)

June 18:  Suggested: Turn in the Exercise you have chosen.

June 25:  Suggested: Turn in the required Case Study.

July 2:  Suggested: Have taken Exam 2. Material to be covered:

Cohen:
  Chapter 6: Developing group effectiveness, 152 - 175
  Chapter 7: Basic human needs and rewards, 180 - 204
Chapter 8: The personal system, 210 - 246
Chapter 9: The two-person work relationship: job requirements and background factors, 252 - 272
Chapter 10: The two-person work relationship, 266 - 306

Cases:
Bob Knowlton, 513 - 520
Nolim (A), 789 - 793
Outsiders in Ootiland, 793 - 808
The Carpenter case, 538 - 543

July 9:
Class, 10:30 a.m. - 12:30 p.m. To be held Room C3330.

(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.)

August 3:
Suggested: Turn in Individual Written Assignment.

August 17:
Suggested: Take Exam 3. Material to be covered:

Cohen:
Chapter 11: Leadership: exerting influence and power, 312 - 338
Chapter 12: Leadership: managerial functions and styles, 344 - 379
Chapter 13: Relations among groups in the organization, 384 - 416
Chapter 14: The manager as the initiator of change in the organization, 422 - 465

Case: The case of the disgruntled nurses, 548 - 562

August 20:
All assignments must be turned in and tests taken.