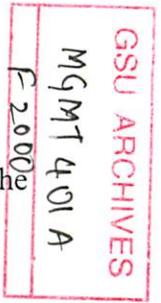


Governors State University
College of Business and Public Administration

Updated: 8/25/00

This syllabus can be found on the internet. The URL for my home page is:
<http://www.govst.edu/users/grvorwer/home.html> You can access this syllabus by clicking the name of this course in my winter schedule. You can reach other pages from this syllabus. For example, Grading.



Course Number & Title: MGMT401A Organizational Behavior (OBF00)
Session: ~~Winter~~ ^{Fall}, 2000, Mondays and Wednesdays, 2:00 p.m. – 3:15 p.m., Room TBA
Reference Number: 108664
Credit Hours: 3
Instructor: Richard J. Vorwerk, Ph.D.
Phone Number: 708/534-4957
Fax Number: 708/534-8457
E-Mail: rj-vorwerk@govst.edu or vorwerk@mediaone.net
Office Number: C3360
Office Hours: Monday: 3:15 p.m. – 4:45 p.m.
* Tuesday: 6:00 p.m. – 6:30 p.m. (at Parkland Community College)
* Wednesday: 6:00 p.m. – 7:30 p.m.
* Thursday: 6:00 p.m. – 7:30 p.m.
* Other times by appointment.

Catalog description: Analyzes the behavior of people in organizations. Discusses organizational behavior, communication, and decision making.

Textbook: Nelson, Debra L. and Quick, James Campbell. *Organizational Behavior: Foundations, Realities, & Challenges*. 3rd ed. South-Western, 2000.

Instructional Modality: Lecture

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 complete the Individual Written Assignment. Directions for this paper are as follows: An important part of a manager's job is that of understanding other people and their behavior, so that individuals' needs and the organization's goals can be meshed and possibly even synergised. Analyzing someone's personal system can be useful in understanding how she/he interprets a situation and why s/he behaves as s/he does. Analyzing one's own personal system is useful as well. It can help form the basis for understanding the ways you behave in the various organizations of which you are a member--including your actions as a group member and what you might do as manager in the situations discussed in this course. In this paper I would like you to analyze your own personal system. This analysis should include a discussion of your:

- a. Goals,
- b. Competencies,
- c. Beliefs about the world,
- d. Values, and
- e. How the above are organized into your self-concept.

The paper should not be merely a list of these elements, although you may want to list them or draw diagrams. The point is to illustrate your statement with data about your behavior; that is, give examples of how these elements of your personal system have influenced your behavior. I realize that there is a norm in our society not to talk about ourselves. However, I believe this paper to be a valuable exercise, and so urge you to violate this norm and to talk about yourself freely, openly, and honestly, for at least 5 and at most 12 typed, double-spaced pages.

Because this paper is personal, I commit to you that what you say in it will be held in strictest confidence. You will be graded on the thoroughness of your discussion, your use of concepts and terminology, and the strength of your conclusions. It is not in my power (or desire) to grade you as a person--you could say that one of my values is that of accepting each individual for what she/he is. I hope that is reflected in the grading criteria.

One final note. This paper is not something that can be done overnight. I urge you to begin thinking about its content now, and write it carefully. Several drafts may be necessary. I hope it will be a useful exercise in understanding your own behavior in organizations. The Individual Written Assignment is due **November 22nd**. Additional information can be found [here](#).

Tests: The material covered in the three tests can be found in the text. The tests will be comprised of multiple-choice, true-false, and essay questions. See the Class Schedule for the subject matter for each test.

Grades:	Test 1: 20%	Participation: 15%	A: 100% - 90%	D: 69% - 60%
*	Test 2: 20%	Paper: 25%	B: 89% - 80%	*
*	Test 3: 20%	*	C: 79% - 70%	*

Course Schedule:

Aug.
28: Introduction

* The Case of the Perfect Pizza

* *

Aug.
30: Chapter 1: Organizational behavior in changing times, 3-31

* *

Sept. 4: Labor Day

* *

Sept. 6: Chapter 2: Organizational 2001 and managerial challenges, 33-76

* *

Sept.
11: Chapter 3: Personality, perception, and attribution, 79-109

* *

Sept.
13: Chapter 4: Attitudes, values, and ethics, 111-143

* *

Sept.
18: Chapter 5: Motivation at work

* *

Sept.
20: Chapter 6: Learning and performance management, 177-207

* *

Sept.
25: Chapter 7: Stress and well-being at work, 209-244

* *

Sept.
27: <http://www.govst.edu/users/grvorwer/obf00/obsf00/caterpillar.htm> Video: Discovering the future

* *

Oct. 2: Case Studies

* *

Oct. 4: First Exam: Covers all material taken since the beginning of the course.

* *

Oct. 9: Go over exam.

* Chapter 8: Communication, 247-278

* *

Oct.
11: Chapter 9: Work teams and groups, 282-308

* *

Oct.
16: Chapter 10: Decisions made by individuals and groups, 311-348

* *

Oct.
18: Chapter 11: Power and political behavior, 351-381

* *

Oct.
23: Chapter 12: Leadership and followership, 383-419

* *

Oct.
25: Chapter 13: Conflict at work, 421-461

* *

Oct.
30: The Foster Creek Post Office Case

* The Caterpillar Case

* The Carpenter Case

* *

Nov. 1: Video: Leadershift

* *

Nov. 6: Second exam: Covers all material taken since the last exam.

* *

Nov. 8: Go over test.

* Chapter 14: Jobs and the design of work, 465-495

* *

Nov. 13: Chapter 15: Jobs and the design of work, 465-495

* *

Nov. 15: Chapter 16: Organizational culture, 531-561

* *

Nov. 20: Chapter 17: Career management, 563-599

* **Paper due.**

* *

Nov. 22: Chapter 18: Managing change, 601-641

* *

Nov. 27: Banana time case

* The bagel hockey case

* The Bob Knowlton case

* *

Nov. 29: Video: Wealth, Innovation, and Diversity

* *

Dec. 4: Third exam: Covers all material taken since the last exam.