

**UNIVERSITY OF SOUTH CAROLINA AIKEN
SCHOOL OF BUSINESS ADMINISTRATION**

**AMGT A376 (002)
ORGANIZATIONAL BEHAVIOR
FALL SEMESTER - 2006**

INSTRUCTOR: Dr. Michael Ritchie
OFFICE: Business and Education Bldg. – Rm. 231
Office Hrs: Mon/Wed – 9:00 – 12:00
Tues/Thurs - 9:00 – 10:00
PHONE: Office - 641-3228
Home – 278-1584
Michaelr@aiken.sc.edu

TEXT: ORGANIZATIONAL BEHAVIOR
Robbins and Judge – 12th Ed.

CATALOG DESCRIPTION OF COURSE:

A study of the process of integrating people into a work situation that motivates them to work together productively, cooperatively and with economic, psychological and social satisfaction.

Prerequisites: Junior standing

Credit hours: (3)

COURSE OBJECTIVES

Upon completion of this course, we want our student to be able to understand:

- social systems.
- personality perception attitude self concept (goals, competencies, beliefs, values, motivation.
- the dynamics of individual, interpersonal, intragroup, and intergroup behavior.
- context factors such as stress, conflict, politics, power, and diversity in the workforce.
- leadership and management styles.
- how to objectively observe and analyze organization behavior and its contextual situations.
- the management of organization behavior through communication, leadership and management styles, and such approaches as work design, participative management, and incentive systems.

AMGT 376: Organization Behavior is a required concentration course for management majors. The objective of AMGT 376 is to develop within the business student, greater understanding of work behavior within organizations - its

genesis, character, dynamic, and affect - as well as an enhanced understanding of how to manage it.

In a more general sense, the Organization Behavior course is directed particularly toward the enhanced development within the student of all four of the skills and capacities referred to in the mission of the School of Business Administration. These are the skills of analysis and decision-making, and communication, technical knowledge requisite to effective management, the need for leadership in the management of organizations, global perspective, and the sense of business ethics and social responsibility. The first four, however, are emphasized to a greater extent.

Furthermore, enhanced comprehension of the dynamics of organization behavior and the management of same is sought through the analysis and presentation of organization behavior cases. Case analyses and presentations are designed overall to further develop group as well as individual skills regarding analysis and decision-making and oral and written communications.

COURSE DESCRIPTION

It is the intent of this course to provide the student with a basic understanding of the major topics covered within the areas of Organizational Behavior. The field of Organizational Behavior concerns itself with such topics as leadership, decision-making, personality, motivation, and group interaction. Today's managers are expected to grasp and comprehend these topics and be able to integrate them in leading the diverse and dynamic workforce that exists in the current global business environment. This course should impart organizational skills that will assist the student as they confront the demands of a career in management. Through an integration of the topics covered by Organization Behavior, the student should have a better understanding of employee behavior in the context of organizational change as well as internal and external needs. With this understanding, the student can have a positive impact on both the individuals and organizations with which they interact.

COURSE REQUIREMENTS

It is very important that you attend class, prepared to discuss and interact with the subject matter under review. I ask that you be punctual and interact with fellow students in a respectful and collegial manner.

Any makeup work must receive prior approval. I understand that unexpected situations do occur; however, I ask that you plan your work to minimize these situations.

All written assignments are expected to be typed and in proper format. Spelling and grammatical errors will not be accepted. Written assignments should include a cover sheet and be stapled in the upper left hand corner.

EXAMINATIONS

There will be three multiple choice/short answer tests administered during the semester.

TECHNOLOGY CASE

Each student will prepare a written case analysis focusing on the effect of changing technologies on the organization's communication process. Attention should focus on the impact of changing technology with individual and group interaction.

PAPER

A research paper, on the Organization Behavior topic of your choice, is required. The paper must be 10 pages or more and must contain at least 7 (seven) current sources (1987 +). APA style format is required.

CLASS PARTICIPATION

It is essential that you participate in class discussion. This is not only a learning tool, but also good practice for interaction in the work environment. I ask that you come to class prepared and that you offer your opinions readily.

GRADING POLICY

The final grade will be weighted as follows:

Test 1	20%
Test 2	20%
Test 3	20%
Group Work	10%
Paper	25%
Class Participation	<u>5%</u>
	100%

DISABLED STUDENT CLASSROOM ACCOMMODATION

If you have a physical, psychological, and/or learning disability which might affect your performance in this class, please contact the Office of Disability Services, 126A B&E, (803) 641-3609, as soon as possible. The Disability Services Office will determine appropriate accommodations based on medical documentation.

School of Business Administration Mission Statement:

The School of Business Administration focuses on creating a caring learning environment in its accredited undergraduate program at multiple locations. The program prepares students to successfully meet the dynamic global, technological, and ethical challenges of business and society.

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B&E 235
12:15 – 1:30
TUES/THURS

AUG 24	CHP. 1 – Introduction to Organizational Behavior CHP. 2 – Foundations of Individual Behavior
AUG 29	CHP. 3 – Attitudes and Job Satisfaction
AUG 31	CHP. 3 – The Impact of Satisfied and Dissatisfied Employees
SEPT 5	CHP. 4 – Personality and Values
SEPT 7	CHP. 4 – Personality Determinants
SEPT 12	CHP. 5 – Perception and Individual Decision Making
SEPT 14	CHP. 5 – How Decisions are Made
SEPT 19	CHP. 6 – Motivation Concepts
SEPT 21	CHP. 6 – Contemporary Motivation Theory
SEPT 26	CHP. 7 – Motivation: From Concept to Application
SEPT 28	TEST 1
OCT 3	CHP. 8 – Emotions and Moods
OCT 5	CHP. 9 – Foundations of Group Behavior
OCT 10	CHP. 9 – Group Decision Making
OCT 12	CHP 10 – Understanding Work Teams
OCT 17	CHP. 11 – Communication
OCT 19	FALL BREAK
OCT 24	CHP. 11 – Choosing a Communication Channel
OCT 26	CHP. 12 – Basic Approach to Leadership
OCT 31	CHP. 12 – Behavioral Theories ROUGH DRAFT OF PAPER IS DUE
NOV 2	CHP. 13 – Contemporary Issues in Leadership
NOV 7	TEST 2
NOV 9	CHP. 14 – Power and Politics
NOV 14	CHP. 14 – Power in Group Coalitions
NOV 16	CHP. 15 – Conflict and Negotiation
NOV 21	CHP. 15 – The Conflict Process
NOV 23	THANKSGIVING – EAT A LOT – COME BACK
NOV 28	CHP. 16 – Organization Structure
NOV 30	CHP. 17 – Organizational Culture
DEC 5	CHP. 18 – Human Resource Policies and Practices PAPER IS DUE
DEC 7	CHP. 19 – Organizational Change and Stress Management
DEC 12	FINAL EXAM – 11:00 A M

