MGMT 1021 Organizational Behavior
Boston College Summer Session 2016
MGMT 102101 Session I, May 18 – June 22
M W, 6:00-9:15 p.m.

Instructor Name: Steven Leduc
BC E-mail: leducs@bc.edu
Phone Number: 508-340-6210
Office Hours: By appointment

Boston College Mission Statement
Strengthened by more than a century and a half of dedication to academic excellence, Boston College commits itself to the highest standards of teaching and research in undergraduate, graduate and professional programs and to the pursuit of a just society through its own accomplishments, the work of its faculty and staff, and the achievements of its graduates. It seeks both to advance its place among the nation’s finest universities and to bring to the company of its distinguished peers and to contemporary society the richness of the Catholic intellectual ideal of a mutually illuminating relationship between religious faith and free intellectual inquiry.

Boston College draws inspiration for its academic societal mission from its distinctive religious tradition. As a Catholic and Jesuit university, it is rooted in a world view that encounters God in all creation and through all human activity, especially in the search for truth in every discipline, in the desire to learn, and in the call to live justly together. In this spirit, the University regards the contribution of different religious traditions and value systems as essential to the fullness of its intellectual life and to the continuous development of its distinctive intellectual heritage.

Course Description
As an introduction to the study of human behavior in organizations, this course aims at increasing an awareness and understanding of individual, interpersonal, group, and organizational events, as well as increasing a student’s ability to explain and influence such events. The course deals with concepts that are applicable to institutions of any type; a central thrust of these concepts concerns the way institutions can become more adaptive and effective. The course is designed to help the student understand and influence the groups and organizations to which he/she currently belongs and with which he/she will become involved in a later career.

Textbooks & Readings (Required)

Articles and Cases
To be provided in class or on CANVAS.
Canvas
Canvas is the Learning Management System (LMS) at Boston College, designed to help faculty and students share ideas, collaborate on assignments, discuss course readings and materials, submit assignments, and much more—all online. As a Boston College student, you should familiarize yourself with this important tool. For more information and training resources for using Canvas, click here.

Course Objectives
This course will help you to understand the how people create the work environment at an individual, group and organizational level. Students will acquire foundational knowledge necessary to understand and explain organizational systems, processes and structures for people.

Specific course goals include:
- Learning the foundational language and concepts of organizational behavior
- Develop an understanding of organizational systems and systems thinking
- Demonstrate an understanding of organizational dynamics
- Improve communication and presentation skills through active discussion of case studies and current topics
- Differentiate between the individual and group in an organization through discussion of theory applied to actual situations and experiences.

Grading
Grades will be determined as follows; final paper is due at the beginning of class, and late papers will not be accepted.

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<tr>
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<tbody>
<tr>
<td>Quizzes (4)</td>
<td>40% (all combined)</td>
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<tr>
<td>Final Paper</td>
<td>20%</td>
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<td>Final Examination</td>
<td>20%</td>
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<tr>
<td>Class Participation</td>
<td>20%</td>
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The undergraduate grading system for Summer Session is as follows:

A (4.00), A- (3.67)
B+ (3.33), B (3.00), B- (2.67)
C+ (2.33), C (2.00), C- (1.67)
D+ (1.33), D (1.00), D- (.67)
F (.00)

All students can access final grades through Agora after the grading deadline each semester. Transcripts are available through the Office of Student Services.

Deadlines and Late Work
The deadlines for work are outlined below in the schedule. Missed quizzes cannot be made up. Please notify professor in advance if there are any conflicts.

Course Assignments
- Final Paper – Each student will submit an organizational analysis choosing four concepts, issues, theories, etc. on an organization of their choosing. The four topics should be ones for which you have passion and/or have brought you some particular insight. Students should analyze their selected organization and discuss your learnings.
  - Students are expected to submit no more than 10 page (double spaced, 12 pt font) report with
bibliographic citations and footnotes.
  o You must include a description of the organization, explanation of why you choose the four topics you did, analysis of the organization on those topics and whether you feel that this organization is successful or not in those topics and why
  o Finally, any individual lessons that you may have learned in preparing this paper.

• Class participation - Students are expected to participate in and help shape the learning environment in this course. Students should come prepared for each class by reading the assigned chapter(s) from the text, preparing any assigned readings and cases, and being generally informed about organizational behavior issues through regular reading of Fortune, Business Week, Forbes, Wall Street Journal, or other reputable business magazines or newspaper sections. You will be evaluated on whether you distinguish yourself through high quality and frequent participation. You will receive credit for any class in which you make a good contribution to the discussion. It is particularly important that you contribute to case discussions so that you demonstrate that you are prepared for the class.

Course Schedule

<table>
<thead>
<tr>
<th>Week</th>
<th>Date</th>
<th>Topic</th>
<th>Reading Assignment</th>
<th>Class Assignment</th>
<th>Quiz</th>
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<tbody>
<tr>
<td>1</td>
<td>May 18</td>
<td>Introduction; What Is Organizational Behavior</td>
<td>Chapter 1</td>
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<td>1</td>
<td>May 20</td>
<td>Diversity in Organizations</td>
<td>Chapter 2</td>
<td>TBD</td>
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<td>2</td>
<td>May 23</td>
<td>No Class</td>
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<td>2</td>
<td>May 25</td>
<td>Attitudes and Job Satisfaction Emotions and Moods</td>
<td>Chapters 3 &amp; 4</td>
<td>TBD</td>
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<td>3</td>
<td>May 30</td>
<td>No Class – Memorial Day</td>
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<td>3</td>
<td>June 1</td>
<td>Personality and Values Perception and Individual Decision Making</td>
<td>Chapters 5 &amp; 6</td>
<td>TBD</td>
<td>Chapters 1,2,3,4</td>
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<td>4</td>
<td>June 6</td>
<td>Motivation Concepts Motivation: From Concepts to Applications</td>
<td>Chapter 7 &amp; 8</td>
<td>TBD</td>
<td>Chapters 5,6</td>
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<td>4</td>
<td>June 8</td>
<td>Foundations of Group Behavior</td>
<td>Chapters 9 &amp; 10</td>
<td>TBD</td>
<td>Chapters 7,8</td>
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<td>5</td>
<td>June 13</td>
<td>Leadership Power &amp; Politics</td>
<td>Chapters 12 &amp; 13</td>
<td>‘15 Diseases of Leadership’</td>
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<td>Conflict and Negotiation</td>
<td>Chapters 14 &amp; 15</td>
<td>TBD</td>
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<td>Foundations of Organization Structure</td>
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<td>Chapters 9,10,12,13</td>
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<td>6</td>
<td>June 20</td>
<td>Organizational Culture</td>
<td>Chapters 16 &amp; 18</td>
<td>TBD</td>
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<td>Organizational Change and Stress Management</td>
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<td>6</td>
<td>June 22</td>
<td>Final Exam</td>
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<td>Final Papers Due</td>
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**Written Work**

Summer Session students are expected to prepare professional, polished written work. Written materials must be typed and submitted in the format required by your instructor. Strive for a thorough yet concise style. Cite literature appropriately, using APA, MLA or CLA style per your instructor’s requirements. Develop your thoughts fully, clearly, logically and specifically. Proofread all materials to ensure the use of proper grammar, punctuation and spelling. For writing support, please contact the [Connors Family Learning Center](#).

**Attendance**

Attending class is an important component of learning. Students are expected to attend all class sessions. When circumstances prevent a student from attending class, the student is responsible for contacting the instructor before the class meets. Students who miss class are still expected to complete all assignments and meet all deadlines. Many instructors grade for participation; if you miss class, you cannot make up participation points associated with that class. Makeup work may be assigned at the discretion of the instructor. If circumstances necessitate excessive absence from class, the student should consider withdrawing from the class. At the end of the semester, I will count the number of classes in which you made a good contribution. I will also count separately the number of classes that had an assigned case in which you contributed. “A” grades typically require good participation in a minimum of 6 classes. Attending most classes and participating in activities but not participating in the discussion will generally result in a “B” grade for class participation. Students who do not participate in case discussions will have their grades lowered. Grading of class participation will become more rigorous as the semester proceeds because I expect higher quality and more frequent participation as you become more comfortable in the class. Extensive absences will significantly reduce your class participation grade because you will be unable to participate in any way in classes that you do not attend.

Consistent with BC’s commitment to creating a learning environment that is respectful of persons of differing backgrounds, we believe that every reasonable effort should be made to allow members of the university community to observe their religious holidays without jeopardizing their academic status. Students are responsible for reviewing course syllabi as soon as possible, and for communicating with the instructor promptly.
regarding any possible conflicts with observed religious holidays. Students are responsible for completing all class requirements for days missed due to conflicts with religious holidays.

**Accommodation and Accessibility**
Boston College is committed to providing accommodations to students, faculty, staff and visitors with disabilities. Specific documentation from the appropriate office is required for students seeking accommodation in Summer Session courses. Advanced notice and formal registration with the appropriate office is required to facilitate this process. There are two separate offices at BC that coordinate services for students with disabilities:

- [The Connors Family Learning Center (CFLC)](https://www.bc.edu/) coordinates services for students with LD and ADHD.
- [The Disabilities Services Office (DSO)](https://www.bc.edu/) coordinates services for all other disabilities.

Find out more about BC’s commitment to accessibility at [www.bc.edu/sites/accessibility](http://www.bc.edu/sites/accessibility).

**Scholarship and Academic Integrity**
Students in Summer Session courses must produce original work and cite references appropriately. Failure to cite references is plagiarism. Academic dishonesty includes, but is not necessarily limited to, plagiarism, fabrication, facilitating academic dishonesty, cheating on exams or assignments, or submitting the same material or substantially similar material to meet the requirements of more than one course without seeking permission of all instructors concerned. Scholastic misconduct may also involve, but is not necessarily limited to, acts that violate the rights of other students, such as depriving another student of course materials or interfering with another student’s work. Please see the [Boston College policy on academic integrity](https://www.bc.edu/) for more information.