MGMT 102101  INTRO/ORGANIZATIONAL BEHAVIOR  
Boston College Summer Session II  
June 26 – August 4, 2017  
*Online - Synchronous – this class will meet live, weekly on Wednesday nights from 6:30-8:30PM*

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Office: 337 Carney  
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**

To thrive in constantly transforming organizations, it is important to understand the factors which influence performance and satisfaction, and the dynamics critical to interacting with and managing others effectively. This course reviews the major theories of management and considers how personality, motivation, communication, perception, group dynamics, leadership style and organizational culture affect productivity and personal and professional success.

This course will be delivered as a “Flipped Classroom”. In a flipped classroom students view short recorded lectures and complete homework assignments outside of class prior to the class session. The live online component of the course will be devoted to team activities and discussions. The live session will take place on Wednesday evenings from 6:30-8:30 PM.

**Textbooks & Readings (Required)**


Required Case Study and Desert Survival Activity Information will be available through Canvas LMS

**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

1. Students will demonstrate theoretical knowledge and competency across cultural settings and will learn the impact of culture, gender, and age in Organizational Behavior as demonstrated by understanding of the nature of individual and group behavior within organizations.

2. Students will demonstrate ethical judgement when making conclusions and developing inferences about attitudes and behavior pertaining to Organizational Behavior as demonstrated by confrontation with different situations that are common in modern organizations.

3. Students will increase their skills in identifying individual and group motivators and discriminating between behavioral and attitudinal mechanisms that affect all members of organization.

4. Students will learn to cultivate their critical thinking skills, written communication, teamwork and decision making skills.

Course Grading

Class Participation 30%
Individual Case Study Analyses (2) 30%
Team Exercise and Individual Assessment 10%
Final Exam 30%

Participation: All students required to participate in the weekly live courses. In addition, there will be at least one asynchronous discussion form each week. Students must post a primary response to the initial question(s) by 11:55PM EST on Thursday evening. Students are required to comment on the responses of at least two class members (secondary responses) by 11:55PM Sunday EST. All posts should be respectful of the opinions of others and they must be substantive so they drive the conversation forward. In other words, you cannot respond by simply saying you liked the other persons’ post. You must explain why and provide support including reference to course materials and readings.

Individual Case Study You will be required to complete two individual case studies analyses. Case study topic and questions will be provided for that week and accessible through Canvas. Case studies should be 2-3 pages, double spaced, APA format. Each case study is worth 15% of your grade.

Desert Survival Team Exercise and Assessment: For this activity, the class will work in teams to complete the Dessert Survival Scenario. This will require that each team meet for one hour outside of class. You may meet in person, via conference call, Skype, zoom or any other medium that allows you to interact live. Groups will be assigned during the first week of class so please plan accordingly. Once the group activity is complete, each individual will then be required to provide a 2-page assessment on how the team worked to get the task completed. You will also be provided with a team evaluation where you will be able to (anonymously) rank your perception of your teammates, and your own, contribution towards the group goal. You will be expected to incorporate concepts...
from the weekly reading and any previous chapters you believe are relevant in your assessment. Details of the assignment will be available on the Canvas Platform.

**Final Examination:** The course will culminate in a final examination in the last week. The final will include topics from the entire course and will be a combination of multiple choice and short essay answers. The final will be completed online and will be proctored. More details will be provide in class.

**The undergraduate grading system for Woods College 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. Students who complete course evaluations can access grades earlier, as they are posted.

**Deadlines and Late Work**

If you believe will be late with an assignment, you must contact me first for approval. Make ups are not allowed for missed class based activities or discussions.

**Course Assignments**

It is expected that you will spend 4-6 hours per week on out-of-class assignments and exercises. These are listed below. Please note that some weeks will require more time and some weeks less time but the average is approximately 8 hours per week over the semester.”

**Course Schedule**

<table>
<thead>
<tr>
<th>Date/Week</th>
<th>Topic</th>
<th>Reading/Assignments</th>
<th>Due Date</th>
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<tbody>
<tr>
<td>June 28</td>
<td>Introduction to Organizational Behavior, Diversity, Attitudes &amp; Job Satisfaction</td>
<td>Chapter 1, 2 &amp; 3 Bauer &amp; Erdogan Live Class</td>
<td></td>
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<tr>
<td>July 5</td>
<td>The individual: Emotions and Moods Personality and Values Perception and Individual Decision Making</td>
<td>Chapter 4, 5 &amp; 6 Live Class Case Study Analysis</td>
<td>Case study due by 11:59 PM EST</td>
</tr>
<tr>
<td>July 12</td>
<td>Motivation Concepts and Application</td>
<td>Chapter 7 &amp; 8 Live Class</td>
<td></td>
</tr>
<tr>
<td>July 19</td>
<td>The Group: Teams and Communication</td>
<td>Chapter 9, 10 &amp; 11 Live Class Team Activity &amp; Individual Response</td>
<td>Individual Response due by 11:59 PM EST</td>
</tr>
<tr>
<td>July 26</td>
<td>The Organization: Leadership, Politics &amp; Conflict</td>
<td>Chapter 12, 13 &amp; 14 Live Class</td>
<td></td>
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<tr>
<td>August 2</td>
<td>Organizational Culture and Structure</td>
<td>Chapter 15 &amp; 16</td>
<td>Final Exam</td>
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Written Work
Woods College 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. In an online class, students are expected to participate in all class sessions. When circumstances prevent a student participation, the student is responsible for contacting the instructor before any assignments or online activities are missed. Many instructors grade for participation; especially in the asynchronous discussion forum. If you do not participate on time, or at all, in a discussion forum 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 non-participation in class, the student should consider withdrawing from the class.

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 Woods College 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) coordinates services for students with LD and ADHD.
- The Disabilities Services Office (DSO) coordinates services for all other disabilities.

Find out more about BC’s commitment to accessibility at www.bc.edu/sites/accessibility.

Scholarship and Academic Integrity
Students in Woods College 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 for more information.

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