Instructor Information
Instructor: Barbara Chabner, Psy.D.
Email: barbara.chabner@rutgers.edu
Cell: 732-986-6851
Office Hours: After class or by appointment

Course Overview:
Organizational behavior is a field that studies individuals, groups and organizational structures and how they interact with each other. Through this, it helps us to learn strategies to improve both individual and group productivity and satisfaction in the workplace. It also helps us understand how organizational systems and processes shape behavior. Organizational Behavior is important for anyone that is going to work in or participate in an organization and provides a foundation and common language for effectively managing people.

Organizational Behavior also draws on many different disciplines. Concepts such as motivation, communication, decision-making processes, leadership styles, and diversity are some of the many factors that influence and shape the way people behave at work. These key concepts, along with many others, will be addressed in this course. Upon completion of the course students will:

- Understand key concepts and theories of Organizational Behavior.
- Apply Organizational Behavior concepts to problem solve and analyze work situations.
- Gain insights into their own styles and traits and how they affect behavior in organizations.

Required Text:

Please note that you need the second edition of the text.

Weekly reading material is primarily from the text but additional readings may be assigned.

Class Format:
Class sessions will combine lecture, discussion, videos, exercises and other in-class activities. There will be both individual and group activities. Participation will be emphasized so it is expected that you have completed the readings before coming to class.
Course Requirements:

**Attendance and Participation:**
All students are expected to attend every class and to arrive on time. If you know you will be absent or late to a particular class please let me know in advance. You are responsible for all material presented, some of which may not be in your text, so it is up to you to find out what you missed if you are absent or late.

Students are expected to come to class prepared, which means having read the assignments. Much of the learning takes place during classroom discussions. When you are not prepared it affects not only you but the whole classroom learning experience.

Lively debate and discussion are promoted and will make the class interesting. Diversity of views and opinions is strongly encouraged but students are expected to be respectful and to listen to the views of others.

**Exams:**
There will be three in-class non-cumulative exams in this course. The last exam will be on the university designated final exam date. The exams may include a combination of multiple choice, true-false, fill in and short essay questions. They will be closed book exams.

Make-up exams will only be allowed in the case of a documented emergency. If you have any special requirements it is your responsibility to inform me in advance and provide the proper documentation.

**Grading:**
Grades for the course are based on a total of 300 possible points. The point breakdown for each assignment is as follows:

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Points</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exam #1</td>
<td>75</td>
<td>25</td>
</tr>
<tr>
<td>Exam #2</td>
<td>75</td>
<td>25</td>
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<tr>
<td>Exam #3</td>
<td>75</td>
<td>25</td>
</tr>
<tr>
<td>Homework/Assignments/Group Activities</td>
<td>75</td>
<td>25</td>
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</tbody>
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**Class Policies:**
In order to foster an educational climate of excellence, respect and cooperation, students are expected to conduct themselves in a manner that is respectful of the rights and property of others, as well as that of the University.
Electronic Devices:
The use of all electronic devices (cell phones, laptops, pagers, ipads, text messaging) is prohibited in class. Please make sure these are turned off and put away before class begins. No email, texting, tweeting, or web surfing will be allowed in this class. If there is a pending emergency call you must make or take, let me know before class and set your cell phone to vibrate. You may then leave class quietly without disturbing your classmates.

Late Policy:
Late assignments will not be accepted unless arrangements have been made in advance of the due date. An assignment that is late without advance notice will lose 5 points.

Extra Credit:
There will be no extra credit opportunities for this class.

Academic Integrity/Misconduct:
Every student is expected to abide by the University’s standards for academic integrity. Violations of these standards will not be tolerated. Please refer to the University’s Academic Integrity policy website, [http://academicintegrity.rutgers.edu](http://academicintegrity.rutgers.edu), if you need clarification of these policies.

This syllabus is subject to change at the instructor’s discretion.
<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Assignment</th>
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</thead>
<tbody>
<tr>
<td>Sept. 2</td>
<td>Introduction to the course and Organizational Behavior</td>
<td>Chapter 1</td>
</tr>
<tr>
<td>Sept. 9</td>
<td>What is Organizational Behavior Diversity</td>
<td>Chapter 1, Chapter 2</td>
</tr>
<tr>
<td>Sept. 16</td>
<td>Diversity</td>
<td>Chapter 2</td>
</tr>
<tr>
<td>Sept. 23</td>
<td>Organizational Structure and Design</td>
<td>Chapter 14</td>
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<tr>
<td>Sept. 30</td>
<td>Organizational Culture and Organizational Change</td>
<td>Chapter 15</td>
</tr>
<tr>
<td>Oct. 7</td>
<td>EXAM #1 Individual Differences I &amp; II</td>
<td>Chapters 1-2, 14-15</td>
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<tr>
<td>Oct. 14</td>
<td>Individual Differences I &amp; II – cont.</td>
<td>Chapter 3 &amp; 4</td>
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<tr>
<td>Oct. 21</td>
<td>Attitudes, Values, Moods and Emotions</td>
<td>Chapter 5</td>
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<tr>
<td>Oct. 28</td>
<td>Social Perception, Attributions, and Perceived Fairness</td>
<td>Chapter 6</td>
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<tr>
<td>Nov. 4</td>
<td>Motivating Behavior</td>
<td>Chapter 7</td>
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<tr>
<td>Nov. 11</td>
<td>EXAM #2 Group Behavior and Effective Teams</td>
<td>Chapters 3-7, Chapter 12</td>
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<tr>
<td>Nov. 18</td>
<td>Group Behavior and Effective Teams – cont.</td>
<td>Chapter 12</td>
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<tr>
<td>Nov. 25</td>
<td>NO CLASS</td>
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<tr>
<td>Dec. 2</td>
<td>Leading</td>
<td>Chapter 13</td>
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<tr>
<td>Dec. 9</td>
<td>Leading – cont.</td>
<td>Chapter 13</td>
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<tr>
<td>Designated Exam Day - TBD</td>
<td>EXAM #3</td>
<td>Chapters 12-13</td>
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