

Interpersonal Conflict in the Workplace
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Spring 2021 - Online

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Course Overview

Description:

This course is designed to introduce upper-division undergraduate students to interpersonal conflict in the workplace. We will discuss and investigate different types of conflict, determine how to recognize conflict, and look at how we interpret conflict in different ways.

Learning Objectives:

Students who successfully complete this course will meet the following official learning objectives of SMLR:

- Communicate effectively at a level and in modes appropriate to an entry level professional. (Goal I)
- Demonstrate an understanding of relevant theories and apply them given the background of a particular work situation (Goal IV)

In addition, successful students will also meet the following course specific goals:

1. Deepen their understanding of key historical and current workplace and social issues through exposure to a variety of research topics and methods;
2. Explore the ethical implications of alternative employment systems and relationships;
3. Develop and improve analytical and writing skills;
4. Create a culture of open discussion, constructive criticism and active collaboration between and among faculty and students.

Class Materials

Readings for this course will consist of scholarly and popular media articles and will be provided in Canvas for the class.

This course is delivered asynchronously in an online format. However, we will be utilizing the [Canvas](#) learning management system to access learning materials, post announcements, submitting assignments, communicating via the Inbox feature, and taking quizzes.

Note: Whenever anything is posted to Canvas, you will automatically receive a notification to your rutgers.edu email account. Checking that email account frequently is highly recommended as well.

Grading and Course Requirements

Activity	% of grade:
Readings/Discussions	15
Current Event Pods	20
Debate Assignment	25
Midterm/Final Exams	40

Make-up policy:

All work will be due at 11:59 pm ET on Saturday nights. Late work will be accepted for one (1) additional week past the assignment due date, but will assume a 50% penalty, regardless of the reason. Please make sure you are not procrastinating with regard to your assignments. Ample time will be given to reasonably complete each assignment.

Missed current event pods will have additional instructions that will need to be discussed with me.

Rutgers policy on religious holidays: <https://scheduling.rutgers.edu/scheduling/religious-holiday-policy>

Readings/Discussion Assignments (15% of final grade)

For each topic, there will be a discussion that will need to be completed. These will aid in our class discussions and understanding of different topics and viewpoints. Citations will be required for any outside material that is utilized to complete these activities. All citations are to be done using Chicago Style (notes & bibliography method).

You will be required to complete a post over a specific reading for each topic. Once you have posted your response, you will be given access to the video with my interpretation of the readings. These assignments will serve as a pre-cursor to how we will approach the current event assignments.

Current Event Pods (20% of final grade)

At the start of the semester, you will be given two dates and times to meet with your professor and a few other students in a small “learning pod.” Prior to this meeting, you’ll be asked to read a current event, which will be selected by your professor. During the scheduled meeting, you will discuss the current event with your professor and classmates and apply it to the specified course chapter. Your active participation in this “pod” will determine your grade. More than just showing up, you’ll be expected to offer thoughtful and insightful comments regarding how the current event relates to course concepts. Your grade will also depend on how well you engage with other students regarding the particular topic. Students will meet through Zoom, preferably with the use of a video to increase engagement. There will be two sessions, each worth 10% of your grade.

Debate Assignment (25% of final grade)

You will choose a “hot button” moral issue to examine through the lens of an independent debate. With respect to the “debate,” you will interview people and research points-of-views regarding each side of the hot button moral issue. As the semester progresses, I will post guidelines and expectations for this assignment.

Midterm/Final Exams (40% of final grade)

There will be two (2) exams for this class. These exams will be short-answer exams and will be designed to see how you analyze material that is relevant to the topics covered during each portion of the semester.

These exams will be administered through Canvas and will be open notes. You are expected to complete the exams on your own and according to the academic integrity contract for SMLR and the University.

Each exam will have a 24-hour window that it will be available to you. Once the window opens, you will have 3 hours to complete the exam. Once ALL students have completed the exam, you may meet with me virtually to discuss your exam.

Any make-up exams will need to be approved at least 48 hours in advance of the original exam date. Any unapproved make-up exams will have a 20% score reduction.

Extra Credit

There may be opportunities throughout the semester. If so, I will make sure you are aware of them. *Don't count on extra credit to save your grade.*

University Guidelines and Resources

Academic Honesty

The University's policy on cheating and use of copyrighted materials is enforced in this class. Students are expected to pursue knowledge with integrity. Please refer to the Academic Integrity Policy for more detail regarding these policies: <http://academicintegrity.rutgers.edu/academic-integrity-at-rutgers>

All students registered for this course are asked to sign an Academic Integrity Contract (refer to the last two pages of this syllabus). You must return a signed copy to me or the course TAs and keep a copy for yourself. This contract includes detailed explanations of behavior that constitutes plagiarism and cheating. Examples of a breach of this contract with regard to this specific course include, but are not limited to: sharing your answers or copying another student's answers on examinations; sending a fellow student who did not attend class the answers to a poll to falsely indicate their presence; copying material that is not your own without providing proper documentation. In the event that this contract is breached, the punishment can range from receiving a failing grade on the assignment, to being placed on disciplinary probation or permanent expulsion from Rutgers.

Students with Disabilities

Students requesting accommodations for disabilities should contact the Office of Disability Services to determine his/her Coordinator. The Coordinator will then provide documentation to the student. Upon review and approval, the student must then provide this documentation to the instructor. Please refer to the Office of Disability Services for Students for more detail regarding this policy:

<http://disabilityservices.rutgers.edu/>. Students may make requests for accommodations:
<http://disabilityservices.rutgers.edu/request.html>

Counseling

CAPS is a comprehensive mental health resource center for the campus community. They offer a variety of high quality counseling services to Rutgers students in order to enhance both academic and personal achievement and progress. Please click on the following link to learn more about their services:

<http://rhscaps.rutgers.edu/services/counseling>