



Organizational Behavior

Tuesdays and Thursdays, 6:00 p.m. - 10:00 p.m., Scott Hall, Room 214

Instructor

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Office Hours: Tuesdays and Thursdays, 4:00-5:30 p.m. or by appointment.

Course Description

We can hardly go by a day without interacting with an organization. What is an organization? Why do we need organizations? Do we feel and behave differently in different groups, teams, and organizations? Why? Do teams and organizations influence our decisions and actions? How? Do you like some organizations more than the others? Do organizations make your life better or worse? Why?

Organizational Behavior is a field of study that explores answers to these questions. Through readings, discussions, exercises, and simulations, students will learn how individuals, groups, and organizations affect each other's behaviors and how to design organizational processes, structures, and culture that maximize the performance and well-being of employees, teams, and the organization.

Learning Objectives

Upon completion of this course, students will know how to:

- Describe and explain key theories and concepts of individual behaviors, team dynamics, and organizational design, culture, and change.
- Improve professional management skills (e.g., self-awareness, communication, innovation, and leadership).
- Design innovative human resources policies and organizational processes, structures, and culture that maximize the performance and well-being of employees and the organization.

Course Materials

- Stephen P. Robbins and Timothy A. Judge (2014). Organizational Behavior (16th edition) with access code to MyManagementLab, Pearson.
- Other reading materials as assigned.

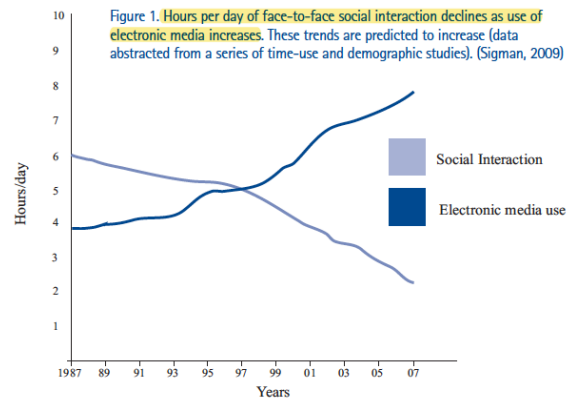
Course Requirements

Our face-to-face class time is precious in this age of “screen-based” communication. Over the last 20 years, people spend increasingly more time in eye-to-screen (electronic devices) contact than in social interaction (eye-to-eye contact) (Figure 1 to the right). Managers need to develop their interpersonal, or people, skills in order to be effective in their jobs. Therefore, practicing paying undivided attention to each other and engage in quality social interaction by stowing away our electronic devices is part of the curriculum. Students are expected to (1) arrive on-time and attend the entire class, (2)

complete assigned readings and homework prior to attending classes, and (3) pay undivided attention to the instructor and fellow students, and (4) participate thoughtfully and constructively in class discussions and activities.

Students will be assessed based on the following criteria:

- Weekly Quizzes and Simulations* (35%) - MyManagementLab
 - A. Quizzes (30%) - Students will be assessed on how well they study the assigned readings through quizzes prior to attending each class.
 - B. Simulations (5%) - Students will be assessed based on on how well they apply concepts and theories through simulations.



- Class attendance and participation* (30%)

Students will be assessed based on (1) their class attendance, (2) participation in individual and group activities, and (3) contribution to the learning experience of fellow students by expressing their perspectives thoughtfully and building on each other's ideas, and (4) providing constructive feedback to fellow students.

- Team presentation (20%)

The team presentation will be assessed by peers based on the rubric provided. Students learn how to work with others and experience team dynamics. Students will also learn how to conduct constructive feedback and assessment on fellow students' presentation.

- Your choice* of (15%):

- C. Emotional Intelligence and Mindfulness practicum - daily, in-class, comprehensive skills practice, and a 2-page of reflection essay. The daily practice will be recorded via an mobile app.
- D. Self-Assessments (a total of 69) and a 2-page of reflection essay.

* Two lowest grades (including attendance) will be dropped to accommodate any personal reasons or circumstances (e.g., technical issues, work, illness, family, or university-sponsored events etc.). Assignments past due time will not be accepted. Late arrival or early departure from class will receive partial credit for attendance and participation

Other Considerations

- Students are expected to observe all Rutgers policies regarding student conducts and academic integrity.
- Students with disabilities will be accommodated according to university policies and procedures.

Course Schedule

- The MyManagementLab assignments are due by 5:00pm on the day of class. Students are advised to complete those assignments early to avoid unforeseeable circumstances leading to late submissions.
- Course schedule and assignments are subject to modification as needed. The modifications will be announced in-class or via Sakai. Students, who missed class, are responsible for checking Sakai announcements.

Course Schedule is subject to modification during the course.

Dates		Topics	Readings & Assignments
Week 1	7/7	- Introduction, Get Started with MyManagement Lab, Team Formation - What Is Organization?	R & J, Chapter 1*
	7/9	- Attitudes and Job Satisfaction - Emotions and Moods	R & J, Chapter 3 R & J, Chapter 4
Week 2	7/14	- Personality and Values *Team Presentation 1	R & J, Chapter 5* - Case Incident 1
	7/16	- Perception and Decision Making *Team Presentation 2	R & J, Chapter 6* - Case Incident 2
Week 3	7/21	Motivation *Team Presentation 3	R & J, Chapter 7* R & J, Chapter 8 - Case Incident 2
	7/23	Foundation of Group Behavior Understanding Work Teams *Team Presentation 4	R & J, Chapter 9 R & J, Chapter 10* - Case Incident 1
Week 4	7/28	Communication Leadership *Team Presentation 5	R & J, Chapter 11* - Case Incident 2 R & J, Chapter 12*
	7/30	Power and Politics Conflict and Negotiation *Team Presentation 6	R & J, Chapter 13 R & J, Chapter 14 - Case Incident 2
Week 5	8/4	Foundation of Organizational Structure Team Presentation 7	R & J, Chapter 15* - Case Incident 1
	8/6	Organizational Culture *Team Presentation 8	R & J, Chapter 16* - Ethical Dilemma
Week 6	8/11	Organizational Change and Stress Management *Reflection Essay Due	R & J, Chapter 18* - Case Incident 2