

Organizational Behavior

Mondays and Wednesdays, 2:15 pm - 3:15 pm

Hickman Hall 216, Douglass Campus



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Office Hours: By appointment

Overview

We spend our lives in organizations, whether for work, school, or play. And yet, what are they, these organizations? How do they function, and why do we need them? How do *we* function in organizations? Are some organizations better than others?

Organizational Behavior is a field of study that asks these questions and attempts to answer them. Learning about this subject should help you understand how people function in organizations, how they interact with each other, and how to improve individual well-being and organizational performance.

This interdisciplinary field draws on industrial psychology, sociology, and management. Readings, exercises, and discussions will deepen your understanding of organizational behavior at the level of the individual, the group, and the organization.

Materials

- Textbook: *Organizational Behavior* (16th edition) by Stephen P. Robbins and Timothy A. Judge (2014).
- MyManagementLab.
- Various articles and videos will be provided.

Grading

- Quizzes 20%
- Attendance 10%
- Participation 20%
- Team Presentations 20%
- Final Exam 30%

Schedule

Class	Dates	Topic	Readings and Assignments
1	January 20 th	Introduction, Overview, MyManagementLab, and Team Formation What is OB?	Chapter 1
2	January 25 th & 27 th	Diversity in Organizations	Chapter 2
3	February 1 st & 3 rd	Attitudes and Job Satisfaction	Chapter 3
4	February 8 th & 10 th	Emotions and Moods Personality and Values	Chapter 4 Chapter 5
5	February 15 th & 17 th	Motivation Concepts Motivation: From Concepts to Applications	Chapter 7 Chapter 8
6	February 22 nd & 24 th	Perception and Individual Decision Making Foundations of Group Behavior	Chapter 6 Chapter 9
7	February 29 th & March 2 nd	Understanding Work Teams Communication	Chapter 10 Chapter 11
8	March 7 th & 9 th	Leadership	Chapter 12
	March 12 th – 20 th	Spring Recess	
9	March 21 st & 23 rd	Power and Politics	Chapter 13
10	March 28 th & 30 th	Conflict and Negotiation	Chapter 14
11	April 4 th & 6 th	Foundations of Organization Structure	Chapter 15
12	April 11 th & 13 th	Organizational Culture	Chapter 16 Smartest Guys in the Room - Enron
13	April 18 th & 20 th	Human Resource Policies and Practices	Chapter 17
14	April 25 th & 27 th	Organizational Change and Stress Management	Chapter 18
15	May 2 nd	Team Presentations	
	May 9 th	Final Exam	

Code of Conduct

- Be on time.
- Provide appropriate explanation for absences, preferably in advance.
- You may use the Office of Disability Services (ODS) to provide such an explanation; they will not divulge details of the reason you were absent, thus protecting your privacy: <https://ods.rutgers.edu/>
- Treat each other with respect.

Plagiarism

- If you use material from somewhere else, whether exactly or as a paraphrase, you must cite the source.
- The form of your citation does not need to be perfect, but if you wish to do a professional job, use APA standards, which you can find at this link: <https://owl.english.purdue.edu/owl/resource/560/01/>
- For example, in the text, mention the author and year (Park, 2003) and at the end of the paper, put the full citation (you may use software such as RefWorks):

Park, C. (2003). In other (people's) words: Plagiarism by university students—
literature and lessons. *Assessment & evaluation in higher education*, 28(5), 471-
488.

- You can work together, but your answers should be different.
- Do not omit citations, do not copy from anyone, and do not get someone else to do your writing.
- All your work (exams and papers) will be submitted to Turnitin to check for plagiarism.