I. Objectives
a. To define organizational behavior (OB) and its importance to managers.
b. To analyze structures of large organizations and their impact on power.
c. To identify how personalities and attitudes affect OB.
d. To explore how perception, attribution and communication affect managing a diverse workforce.
e. To analyze learning in organizations and how to increase the probability that people will learn desired behaviors.
f. To analyze some theories of motivation.
g. To analyze the role of informal groups and leadership on behavior and decision making.
h. To explore the impact of change on workplace behavior.


Schedule of reading assignments
Unit A – Chap. 1, pp. 4-29.
Unit B – Chap. 16 and chapter 13, pp. 429-435. Access NJIT’s nine-page organization chart from the Institute’s web page. Look at p. 5. Bring it to class as we will use that page to explain the concepts of authority and span of control discussed in the textbook, chapter 16.
Unit C – Chaps. 2, pp. 53-62 and chapter 3.

Unit D – Chaps. 4 and 14.
Unit E – Chap. 5.

Unit F – Chaps. 6, 7 and 8
Unit G – Chaps. 10, 11, 12 and 15.
Unit H – Chap. 18.
III. Role Play Assignment

The assignment gives you the opportunity to work in a goal-directed group, motivate an audience to help you reach goals and reflect on your actions in relation to OB theories.

This is a group assignment. Each group prepares a simulation that requires the class to participate in one of the following:
A. Brainstorming, p. 518 or
B. Nominal group technique, pp. 518-519

The performing group presents to the class an organizational setting, a situation calling for use of the technique and roles for the group members and the class. During the exercise, group members explain the role play setting. Group members then lead the class through the exercise which should take approximately one hour. Each group member must take part in leading the class through the exercise. The technique must be relevant to the chosen situation.

Each person must submit to the instructor an individual 4-6 page paper using OB concepts to explain how the group interacted in preparing the role play, e.g., how leadership, informal group culture, etc., affected development of the role play. The paper should relate textbook and class concepts to the specific group dynamics. All students must cite sources when they are used. A bibliography at the end of the paper is not sufficient! Members of a single group may receive different grades for the exercise because of different in-class performance or different papers. I will allocate time in the class sessions to form groups and get started on the role play. Papers must have professional-level grammar and presentation.

IV. Outcomes

After completing this course, students should reach the following learning goals (LG) and learning outcomes (LO):

LG 1: Analytical and Problem Solving Skills

LO 1: Apply concepts to business problems and cases and draw reasoned conclusions that are supported with data

LG 2: Communication Skills

LO3: Effectively communicate in writing their ideas and the results of their analyses
LO4: Make effective presentations that are enhanced by technology
LG 3: Interpersonal Skills and Team Dynamics
LO 5 Work effectively in teams as both team leaders and team members

LG 4: Ethical Reasoning
LO 6 Develop an ethical schema to help understand the moral implications of individual and organizational decisions and actions

LG 6: Globalization
LO 8: Understand the global context in which business is conducted and the added complexity that it brings to all aspects of business

V. Assessment
First test   Feb. 14  25%
Second test  March 11  25%
Role play    25% for both oral and written grades combined.

Oral       Scattered throughout term
Written    April 29, 2008

Oral grade also includes credit for participation in role plays of other groups and participation in group exercises during regular class sessions. For a good grade you must come to all role plays and take roles assigned to you by the presenting group.

Final exam  25%

Extra-credit Assignments:
A. Due January 29 before class begins. The assignment is worth 0 to 5 extra points on the first exam.

Read Dow Jones case on p. 563 in the textbook. Answer questions 1 and 2 on p. 564 as they pertain to this case.

B. Answer question 4 on p. 420 in the textbook. I will announce date in class. The assignment is worth 0 to 5 points on the final.

Extra-credit assignments must be submitted in class. Students must be in the class and ready to participate in discussion about the assignment to get credit.

VI. Office Hours
Tuesdays 4-6, Thursday 12-1

Additional information:
The NJIT Honor Code will be upheld in this class and violations will be brought to the attention of the Dean of Students.

Students will be consulted and must agree to deviations from syllabus content.

Weekly activities

1/22 Introduction; defining OB
1/29 Structure and authority
2/5 Power
2/12 Personality and attitudes; test
2/19 - Job satisfaction;
2/26 Perception and attribution
3/4 Communication
3/11 Managing a diverse workplace; test
3/18 Vacation
3/25 Organizational learning
4/1 - Motivation
4/8 - Informal groups
4/15 - Leadership
4/22 - Decision making
4/29 - Organizational change

Exact dates depend on number of role plays.