Instructor: Dr. Robert A. Culpepper, MMIB Department
Office: Room 403g McGee Business Bldg.
Hours: In Person: T 8:45-11:00, 12:00-12:30; Th 11:30-12:30 1:45-4:00
       Online W 10:45-11:30, 1:00-4:15
Class Hours: MGT 4322-001: T Th 12:30-1:45; MGT 5377-720: Th 4:00-6:15;
            MGT 370-500 TBA
Phone: 468-1531 Office
Email: rculpepper@sfasu.edu
Zoom number for office hours: 928 7269 3047

Introduction

As a general rule, the more experience individuals have in managerial positions and the
higher their responsibility level, the more they appreciate how many of their activities,
problems, concerns, successes, and failures revolve around the “people factor” - i.e.,
understanding subordinates, peers and bosses - and knowing how to handle them.
Inexperienced managers, or those considering becoming a manager, often presume the
issues they face will deal overwhelmingly with all types of more “tangible” concerns
such as interacting with machines/technical systems, scheduling, work analysis,
efficiency gains, accounting practices, marketing plans, financial tactics, and/or strategic
planning. Experienced managers, on the other hand, scarcely need to be convinced of the
importance of understanding and handling human behavior in the workplace. This
course is designed to advance this kind of understanding, which is foundational to
virtually all successful management in the workplace. Teaching methods will include
lecture, class discussion, case analysis, analysis of current events, and group projects.

Bulletin Course Description

An in-depth examination of selected issues in organizational behavior and organizational
design. Both practical and theoretical perspectives on topics are designed to help students
identify relevant information, analyze situations and select appropriate actions.

Prerequisites - MGT 512

Course Objectives

Upon course completion, the student should be able to:

1) Demonstrate adequate understanding of theories, tools, and insights found
   in the field of Organizational Behavior.
2) Analyze theories in light of their practical application in an organizational
   setting.
3) Show understanding of how knowledge is advanced in Organizational
Behavior viewed as a behavioral science.

4) Demonstrate the ability to articulate present or past organizational experiences that bear on topics addressed in class and in the text.

5) Demonstrate familiarity with international aspects of Organizational Behavior.

**College of Business, Management - Learning Outcomes**

1. The student will demonstrate effective oral and written communication skills by (1) composing a professional quality business document, and (2) preparing and delivering a professional presentation on a business topic. (Written Communication, Oral Communication)

2. The student will demonstrate knowledge of fundamental information technology tools and concepts. (Technology)

3. The student will exhibit an understanding of ethics and social responsibility. (Ethics)

4. The student will apply critical thinking skills by solving problems requiring quantitative and/or qualitative analysis. (Critical Thinking)

5. The student will demonstrate multicultural and diversity understanding. (Diversity)

6. The student will demonstrate an understanding of teamwork as it occurs in business situations. (Teamwork)

7. The student will effectively apply knowledge and skills in the functional areas of business. (Business Knowledge)

8. The student will effectively apply knowledge and skills in International Management, and Management Information Systems (Management Core)

9. The student will effectively apply knowledge and skills in (1) quantitative decision making and (2) functional specialties of management.

**Course Content**

<table>
<thead>
<tr>
<th>Individual Behavior</th>
<th>Job Design</th>
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<tbody>
<tr>
<td>Motivational Perspectives</td>
<td>Groups, Teams, and Diversity</td>
</tr>
<tr>
<td>Managing Conflict</td>
<td>Decision Making</td>
</tr>
<tr>
<td>Organization Culture &amp; Change</td>
<td>Leadership</td>
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<tr>
<td>Managing Stress</td>
<td>International Dimensions of OB</td>
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<tr>
<td>Ethics</td>
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</tbody>
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**COURSE REQUIREMENTS**

**Assigned readings**

In addition to required test chapters, a number of readings will be assigned during the semester. These will be handed out in class and will include current events (articles from periodicals such as the Wall Street Journal, and short cases to be prepared for a subsequent class period, one or more major cases, and/or miscellaneous readings.
Typically readings will involve class discussion/participation, at a minimum, and may extend to formal write-up, individually or in groups. Quizzes may be given and will count toward the participation component of the grade.

**Cases/Exercises**

Short cases/readings will be analyzed in class or on take-home basis. The scope of short cases will be narrow enough so as to illustrate one or two important aspects of managing organizational behavior. Analysis of cases will generally occur in groups. Major cases will be prepared outside of class and discussed in class.

**Exams**

Two exams will be given. Exams may consist of long essay, short essay, short definition, and computer-scored objective questions (multiple choice or true false). Test questions address material covered in class and in the text. Reading the text alone will represent a major handicap in exam-taking because the lecture at times includes lecture topics not covered in the text (and vice versa).

The weighting of test grades and other grade components is as follows:

<table>
<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Exam 1</td>
<td>35%</td>
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<tr>
<td>Exam 2</td>
<td>35%</td>
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<tr>
<td>Case assignments</td>
<td>18%</td>
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<tr>
<td>Class participation/ quizzes</td>
<td>12%</td>
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<tr>
<td>TOTAL</td>
<td>100%</td>
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</table>

Grades are assigned as follows:

- A 90-100% of total possible points
- B 80-89
- C 70-79
- D 60-69
# Course Schedule
## MGT 5377

<table>
<thead>
<tr>
<th>Date</th>
<th>Weekday</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>AUG 31</td>
<td><strong>Th</strong></td>
<td>Hello Day/Course Introduction</td>
</tr>
<tr>
<td>SEP 7</td>
<td><strong>Th</strong></td>
<td>Overview of Organizational Behavior</td>
</tr>
<tr>
<td>SEP 14</td>
<td><strong>Th</strong></td>
<td>Overview</td>
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<tr>
<td>SEP 21</td>
<td><strong>Th</strong></td>
<td>Personality and Individual Differences</td>
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<tr>
<td>SEP 20</td>
<td><strong>Th</strong></td>
<td>Decision-Making and Group Dynamics</td>
</tr>
<tr>
<td>SEP 28</td>
<td><strong>Th</strong></td>
<td>Organizational Culture</td>
</tr>
<tr>
<td>OCT 5</td>
<td><strong>Th</strong></td>
<td>International Culture</td>
</tr>
<tr>
<td>OCT 12</td>
<td><strong>Th</strong></td>
<td>EXAM 1</td>
</tr>
<tr>
<td>OCT 19</td>
<td><strong>Th</strong></td>
<td>Motivation</td>
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<tr>
<td>OCT 26</td>
<td><strong>Th</strong></td>
<td>Motivation</td>
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<tr>
<td>NOV 2</td>
<td><strong>Th</strong></td>
<td>Power and Politics</td>
</tr>
<tr>
<td>NOV 9</td>
<td><strong>Th</strong></td>
<td>Leadership</td>
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<tr>
<td>NOV 16</td>
<td><strong>Th</strong></td>
<td>Leadership</td>
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<tr>
<td>NOV 23</td>
<td><strong>Th</strong></td>
<td>THANKSGIVING HOLIDAY</td>
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<tr>
<td>DEC 30</td>
<td><strong>Th</strong></td>
<td>TBD</td>
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<tr>
<td>DEC 7</td>
<td><strong>Th</strong></td>
<td>EXAM 2</td>
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</tbody>
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University and College of Business Policies

Academic Integrity (4.1)

The Code of Student Conduct and Academic Integrity outlines the prohibited conduct by any student enrolled in a course at SFA. It is the responsibility of all members of all faculty, staff, and students to adhere to and uphold this policy.

Articles IV, VI, and VII of the new Code of Student Conduct and Academic Integrity outline the violations and procedures concerning academic conduct, including cheating, plagiarism, collusion, and misrepresentation. Cheating includes, but is not limited to: (1) Copying from the test paper (or other assignment) of another student, (2) Possession and/or use during a test of materials that are not authorized by the person giving the test, (3) Using, obtaining, or attempting to obtain by any means the whole or any part of a non-administered test, test key, homework solution, or computer program, or using a test that has been administered in prior classes or semesters without permission of the Faculty member, (4) Substituting for another person, or permitting another person to substitute for one’s self, to take a test, (5) Falsifying research data, laboratory reports, and/or other records or academic work offered for credit, (6) Using any sort of unauthorized resources or technology in completion of educational activities.

Plagiarism is the appropriation of material that is attributable in whole or in part to another source or the use of one’s own previous work in another context without citing that it was used previously, without any indication of the original source, including words, ideas, illustrations, structure, computer code, and other expression or media, and presenting that material as one’s own academic work being offered for credit or in conjunction with a program course or degree requirements.

Collusion is the unauthorized collaboration with another person in preparing academic assignments offered for credit or collaboration with another person to commit a violation of any provision of the rules on academic dishonesty, including disclosing and/or distributing the contents of an exam.

Misrepresentation is providing false grades or résumés; providing false or misleading information in an effort to receive a postponement or an extension on a test, quiz, or other assignment for the purpose of obtaining an academic or financial benefit for oneself or another individual or to injure another student academically or financially.

Withheld Grades Semester Grades Policy (5.5)

Ordinarily, at the discretion of the instructor of record and with the approval of the academic chair/director, a grade of WH will be assigned only if the student cannot complete the coursework because of unavoidable circumstances. Students must complete the work within one calendar year from the end of the semester in which they receive a WH, or the grade automatically becomes an F. If students register for the same course in future terms the WH will automatically become an F and will be counted as a repeated
course to compute the grade point average. For additional information, go to https://www.sfasu.edu/policies/course-grades-5.5.pdf.

Students with Disabilities

To obtain disability-related accommodations, alternate formats, and/or auxiliary aids, students with disabilities must contact the Office of Disability Services (ODS), Human Services Building, and Room 325, 468-3004 / 468-1004 (TDD) as early as possible in the semester. Once verified, ODS will notify the course instructor and outline the accommodation and/or auxiliary aids to be provided. Failure to request services promptly may delay your accommodations. For additional information, go to http://www.sfasu.edu/disabilityservices/.

Student Conduct (University Policy 10.4)

Classroom behavior should not interfere with the instructor’s ability to conduct the class or the ability of other students to learn from the instructional program (see the full Student Conduct Code at http://www.sfasu.edu/policies/student-conduct-code.pdf.) Unacceptable or disruptive behavior will not be tolerated. Students who disrupt the learning environment may be asked to leave class and may be subject to judicial, academic, or other penalties. This prohibition applies to all instructional forums, including electronic, classroom, labs, discussion groups, field trips, etc. The instructor shall have full discretion over what behavior is appropriate/inappropriate in the classroom. Students who do not attend class regularly or who perform poorly on class projects/exams may be referred to the iCare Early Alert Program. This program provides students with recommendations for resources or other assistance that is available to help SFA students succeed.

University Resources

Academic Assistance Resource Center (AARC) Tutoring Services

The AARC is an award-winning program that provides free peer tutoring for many entry-level courses. Some services provided by the AARC that you may find of benefit include online resources (including the Online Writing Lab [OWL]), on-call tutoring at walk-in tables, 1:1 appointments, student instructor groups, and learning teams. For additional information, go to http://sfasu.edu/aarc.

Student Wellness and Well-Being

SFA values students’ overall well-being, mental health and the role it plays in academic and overall student success. Students may experience stressors that can impact both their academic experience and their personal well-being. These may include academic pressure and challenges associated with relationships, emotional well-being, alcohol and other drugs, identities, finances, etc.
If you are experiencing concerns, seeking help, SFA provides a variety of resources to support students’ mental health and wellness. Many of these resources are free, and all of them are confidential.

**On-campus Resources:**

The Dean of Students Office (Rusk Building, 3rd floor lobby)
www.sfasu.edu/deanofstudents
936.468.7249
dos@sfasu.edu

SFA Human Services Counseling Clinic Human Services, Room 202

www.sfasu.edu/humanservices/139.asp
936.468.1041

The Health and Wellness Hub “The Hub”

Location: corner of E. College and Raguet St.

To support the health and well-being of every Lumberjack, the Health and Wellness Hub offers comprehensive services that treat the whole person – mind, body and spirit.

Services include:
- Health Services
- Counseling Services
- Student Outreach and Support
- Food Pantry
- Wellness Coaching
- Alcohol and Other Drug Education

www.sfasu.edu/thehub
936.468.4008
thehub@sfasu.edu

**Crisis Resources:**

- Burke 24-hour crisis line: 1.800.392.8343
- National Suicide Crisis Prevention: 9-8-8
- Suicide Prevention Lifeline: 1.800.273.TALK (8255)
- Crisis Text Line: Text HELLO to 741-741

**Technical Support**

Brightspace by D2L Support: https://www.sfactl.com/student-support; d2l@sfasu.edu;
936.468.1919

Technical Support Center/Help Desk: https://help.sfasu.edu; helpdesk@sfasu.edu;
936.468.4357