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Office Hours: By Appointment



As the Wordle depicts, the focus of this course will be to learn and apply the principles of organizational behavior, which is defined as “actions and attitudes of individuals and groups toward one another and toward the organization as a whole, and its effect on the organization’s functioning and performance” (Business Dictionary, 2013). We will examine a number of theories and concepts, and explore how these relate to problems and issues confronting managers today. Class sessions will consist of lecture, exercises, self-assessments, and other activities designed to help you learn relevant organizational behavior theories as well as develop vital managerial skills.

1. Analyze (un)ethical behavior directed towards individuals, the organization, and stakeholders in general.
2. Demonstrate an understanding of group and individual dynamics that take place within organizations.
3. Develop decision-making skills that will prepare students for future roles as managers and leaders.
4. Practice newly acquired skills through experiential activities.
5. Evaluate organizational situations by applying OB concepts and theories.

COVID Disclaimer

*I understand that this will be a difficult semester and there are a lot of factors that we cannot necessarily predict. You may need to quarantine at some point during the semester either due to being exposed to the virus, contracting the virus, or needing to serve as a caretaker for someone who has contracted the virus. The most important thing in that instance is to **keep open communication**. I will work with you to help you stay caught up in the course. Each instance will be handled on a case-by-case basis. You have to let me know what is going on though. If you go silent, I am unable to help. I will try to monitor and reach out to students that I have concerns about slipping through the cracks, but you are much more likely to be successful if you are proactive in reaching out to me. Much like last semester, the key to this semester is flexibility and adaptability.*

Course Resources (Required Texts)

This course participates in **The WKU Store's Day One Access program**. This program is designed to provide immediate access to required materials for all students at prices cheaper than any other option.

Required materials will be delivered to you automatically by enrolling in this course unless you choose to opt-out. By participating in this program, The WKU Store will bill your Student Billing account, and you will see a charge appear under this Term along with Tuition and Fees ("Account Summary by Term" under the Student Services tab) labelled as "The WKU Store Purchases" after the Add/Drop period. For more information on this program or to opt-out of participation, go to our information page, <http://www.wkustore.com/t-day-one-access.aspx>.

Grading policy

Evaluation of Student Performance:	Grade Percentage	Point Equivalent
Weekly Activity Assignments	20%	200 points
Chapter Homework Assignments	15%	150 points
Exams (2 @ 150 points each)	30% (15% each)	300 points
Movie Learning Journal	15%	150 points
Team Presentation/Paper	20%	200 points
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TOTAL	100%	1000 points

Final grades for the class will be assigned as follows:

A= 90-100%	A = 895-1000 points
B= 80-89%	B = 795-894 points
C= 70-79%	C = 695-794 points
D= 60-69%	D = 595-694 points
F= 59%	F = 594 points or less

Grading Components:

Performance, Participation, & Discussions

Just as in a workplace, the overall performance score is a holistic measure, which includes both your technical expertise (how well you gain knowledge) and your work ethic/attitude. Consider that in a work environment you are expected not only to show up, but also to contribute, to lend to the discussion – whether it is with your boss, team, or supervisor or peer-to-peer - and to be professional. “Real jobs” have built in, inherent expectations, such as: professionalism, respect, timeliness, and taking responsibility for your actions. This class is step one towards providing that understanding to you. Therefore, you will be held accountable for these expectations. Overall class performance points will be awarded through the consideration of the following components:

- **Performance & Participation in an Online Class:** Each week, there will be a folder on Blackboard for the designated participation assignments for the weekly topic. Assignments could include discussion boards, videos to view (which may have embedded quizzes), personal assessments, case studies, etc. It is critical that you participate in these assignments, as they allow you to be engaged with the material on a more in-depth level.

Chapter Homework: Homework assignments directly tied to the chapter readings will be assigned to each of the chapters that we cover. Points per chapter assignment may vary due to some chapters being more or less dense in material covered. These assignments will be accessed via Blackboard.

Exams. Given that the exams are administered online and essentially open note, there will only be a midterm and final exam.

Movie Learning Journal. To display your knowledge of course concepts, you will have a list of movies and television shows to choose from as a basis for an organizational behavior analysis. You will be provided with a list of questions and expectations that you will use to structure your analysis.

Team Analysis & Presentation

The purpose of the team presentation, worth 200 points, is to give you the opportunity to apply theories from organizational behavior to a given situation or context. You and your team will record a Zoom presentation covering the OB concepts applied and the lessons learned throughout the project. We will discuss the project more in-depth once the course has begun.

Additional Policies & University Information

- **Grade appeals.** If you have a concern about a grade that you receive in this class, you are invited to submit to me a written appeal within one week of receiving the grade in question. The appeal should outline your specific concerns with the grade and provide evidence supporting why the grade should be changed. I will then review your appeal and respond as quickly as possible.

Note: The instructor reserves the right to modify or adjust this syllabus and course calendar as necessary. Any modifications or adjustments will be communicated to the class via Blackboard at least 24 hours in advance.

Mask Requirement

Out of respect for the health and safety of the WKU community and in adherence with the [CDC guidelines](#), the University requires that a cloth face covering (reusable or disposable) that covers both the nose and mouth must be worn at all times when in public areas within all buildings. Students must properly wear masks while in class regardless of the room size or the nature of the classroom activities. Students who fail to wear a face mask as required will be in violation of the WKU Student Code of Conduct and will be asked to comply or will face disciplinary action, including possible dismissal from the University. Accommodations to masks must be determined by the Student Accessibility Resource Center and documented before a student may attend class.

ADA Accommodations

In compliance with University policy, students with disabilities who require academic and/or auxiliary accommodations for this course must contact the Student Accessibility Resource Center located in Downing Student Union, Room 1074. The SARC can be reached by phone number at 270-745-5004 [270-745-3030 TTY] or via email at sarc.connect@wku.edu. Please do not request accommodations directly from the professor or instructor without a faculty notification letter (FNL) from The Student Accessibility Resource Center.

Title IX/ Discrimination & Harassment

Western Kentucky University (WKU) is committed to supporting faculty, staff and students by upholding WKU's [Title IX Sexual Misconduct/Assault Policy](#) (#0.2070) and [Discrimination and Harassment Policy](#) (#0.2040). Under these policies, discrimination, harassment and/or sexual misconduct based on sex/gender are prohibited. If you experience an incident of sex/gender-based discrimination, harassment and/or sexual misconduct, you are encouraged to report it to the Title IX Coordinator, Andrea Anderson, 270-745-5398 or Title IX Investigators, Michael Crowe, 270-745-5429 or Joshua Hayes, 270-745-5121. Please note that while you may report an incident of sex/gender based discrimination, harassment and/or sexual misconduct to a faculty member, WKU faculty are "Responsible Employees" of the University and MUST report what you share to WKU's Title IX Coordinator or Title IX Investigator. If you would like to speak with someone who may be able to afford you confidentiality, you may contact WKU's [Counseling and Testing Center](#) at 270-745-3159.

WKU Counseling and Testing Center

The university experience should be challenging, but not overwhelming. To this end, the WKU Counseling Center provides a variety of services to help strengthen students' capacity to tolerate distress, form healthy relationships, and seek healthy expressions of their ideals and values. If you would like to speak with someone, you may contact WKU's [Counseling and Testing Center](#) at 270-745-3159 or use their Here To Help service at <https://www.wku.edu/heretohelp/heretohelpemail.php>. If you need immediate help, please visit the Counseling Center in 409 Potter Hall or call the 24-hour emergency help line at 270-843-4357.