

## **BA 510 Advanced Organizational Behavior Syllabus**

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### *Catalogue Description*

Contemporary theory and research on organizational structure and design that has relevance for practical problems of designing and managing organizations.

### *Course Overview*

As leaders of organizations navigate the ever-changing landscape of the “new normal,” there is one constant – people are the most important asset. This course is about people in organizations, more specifically how management and leadership behaviors impact attitudes, behaviors, motivations, and performance of employees. We will focus in particular on employee participation, autonomy, and teamwork in the virtual or remote setting. Managers and non-managers alike must understand and adapt critical “people” skills to effectively perform in today’s increasingly digital and highly competitive business environment.

This course is experiential and applied. Course content is derived mostly from contemporary theory, research, and practice in management disciplines. Students will use course material to build self-awareness and mindfulness about leading and interacting with others, while also broadening skills in innovative problem solving and change techniques. Students are encouraged to stay abreast of changes in the business environment and to apply them to classroom topics through peer-to-peer discussion board participation.

### *Course Objectives*

- Students will develop an understanding of the impact of organizational and group mechanisms and individual characteristics and mechanisms on outcomes in the workplace.
- Students will be able to describe innovative problem-solving methodologies and facilitation techniques for solving problems in the workplace.
- Students will develop self-awareness in leading, managing, and coaching relationships in the workplace through an examination of personal, team, and organization culture, structures, and characteristics.

### *Course Materials*

Textbook (Recommended) Jason A. Colquitt, Jeffery A. Lepine, and Michael Wasson (2021). *Organizational Behavior: Improving Performance and Commitment in the Workplace*, 7<sup>th</sup> edition.

ISBN: 978-1-260-51121-5 (loose leaf; e-book is available).

Required book: *What if I say the Wrong Thing? 25 Habits for Culturally Effective People* by Verna Myers, Esq.

Optional books (choose one; available in e-text from Amazon.com):

- Inclusive Conversations by Mary-Frances Winters
- The Better Allies Approach to Hiring by Karen Caitlin
- An Introduction to Implicit Bias by Routledge (edited by Erin Beeghly & Alex Madva)
- Emotional Intelligence by Daniel Goleman
- Other contemporary management book of your choice

Other readings will be provided online.

### *Graded Assignments*

Discussion Board	20%
Learning Journal	20%
Leaning into Digital Application Project & Paper	25%
Team Project	<u>35%</u>
	100%

### *Assignment Descriptions*

#### Discussion Board (200 points)

Each student will be evaluated on the content of contribution to the class discussion board. Discussion Board evaluations will be made THREE TIMES during the bi-term. \* Your first discussion board grade (75 points possible) will be posted after the first two weeks of discussion board topics, and will be based on your contributions to the discussion board for Mini-Lectures 1, 2, 3, and 4. \* Your second discussion board grade (75 points possible) will be posted after weeks three and four of discussion board topics, and will be based on your contributions to the discussion board for Mini-Lectures 5, 6, 7, and 8. \* Your third discussion board grade (50 points possible) will be posted after week five, and will be based on your contributions to the discussion board for the class recap.

#### Learning Journal (200 points)

The Learning Journal contains two parts for each week. The first part will include questions covering the main themes for the week. You will be asked to synthesize your understanding of readings, lectures, discussion board information. The second part of the journal is reflective. In other words, what observations have you made of the concepts in your personal or professional life? How might you use the information in the future? Entries will be made in a Learning Journal on our Blackboard site.

#### Leaning into Digital Application Paper & Presentation (250 points)

As we consider professional life, post-COVID, it is likely that the world of work will be transformed into a much more digitally-focused way. Each student will research and report on predictions in an industry of choice, including strategies for leading and managing employees

effectively. The assignment includes an application paper and a 3-5 minute “Tips for Professionals” recorded presentation. More details will be provided on Blackboard.

#### Team Project (350 points)

Students will form teams of 4-5 students, working remotely on a business challenge or problem of the team’s choice. Using an innovative problem-solving methodology, the team will recommend a solution and design an example of collateral around the solution. Students will also critique and reflect on team member composition based on the results of the DISC communication style assessment. More details will be provided on Blackboard.

#### *ADA Accommodation*

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](mailto: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 and 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.