

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 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, group, 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*, 7th 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.

Other readings will be provided online.

Graded Assignments

Discussion Board	20%
Learning Journal	20%
DiSC Assessment Paper	10%
LEADING into Digital Application Project & Paper	15%
Organizational Culture Project	35%
	100%

Assignment Descriptions

Discussion Board (200 points)

The Discussion Board is an important course component as it provides the opportunity for the exchange of ideas student-to-student. Each student is expected to extend the discussion by offering relevant experiences, ideas, or resource information. Challenges or different views on topics and issues are welcome! Each student will be evaluated on the content of contribution to the class discussion board.

Learning Journal (200 points)

At the end of course, each student will submit a document that addresses what you have learned in this class (e.g., self-insight, insight into what it takes to be a manager, a better understanding of something at work). A good practice is to keep a journal throughout the class to make this an easy task. The Learning Journal can take several forms. For example, you could comment on specific class information such as videos, lectures, or articles assigned for each week (e.g., what you see as important information conveyed and/or content with which you disagree). Alternatively, you could focus on 3-4 key themes that run through the class and their relevance for your life and/or professional goals. The Learning Journal should be typed, double spaced, and will likely include 3-5 pages for each module. I am most interested in true reflective thought and the grade will be awarded accordingly.

Individual Communication Style and Assessment (100 points)

Students will complete a DISC assessment (link provided on Blackboard), analyze the results, and prepare a reflection paper on how this information could be applied to one's work or organizational life. This will include a discussion of the personal results and identification of styles of others in his/her/their organization or workplace, with action items and strategies on improving communication with them. The deliverable will be 5-7 pages typed.

LEADING into Digital Application Paper & Presentation (150 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 employee teams effectively. The assignment includes an application paper and a 3 minute "Leading into Digital" recorded presentation. It is important to "dig a bit deeper" and consider impact to business models, processes, and functions for this assignment.

Organizational Culture Project (350 points) and Feedback to Others

Students may work independently or as part of a team for this project. Deliverables will include an assessment of organizational culture issues and gap analysis, an alignment analysis, and a path forward proposal for improvement. A required component will include integration of innovative problem-solving tools and change management strategies. Part of each student's grade will include a component of peer review of other student presentations. Students may select his/her/their organization or may work from instructor-provided information. 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. 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

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