

ORGANIZATIONAL BEHAVIOR (GBU. 6551)



GBU 6551; 3 hrs. credit

Instructor: Dr. Randall L. Robbins

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Overview: GBU 6551 is a graduate requirement for the MBA at Mississippi College. The purpose of this course is to provide guidelines and insight into how individual and organizational variables affect the employee and ultimately, the effect on managerial decision-making. Because of the complexity of organizations and their environments, it is unlikely that one theory can provide a definitive answer to all questions about how people in organizations act. Thus, it is incorrect to operate with the assumption that only one perspective can be right. Students are encouraged to view the situation from a variety of perspectives as a way of increasing their understanding of behavior. Internalization of the concepts learned in this class will provide a foundation for a better diagnosis of employee behavior and its' impact on the organization as a whole.

Text: *Organizational Behavior; Stephen P. Robbins; 9th Edition*

Course Description: *The application of the behavioral sciences to the understanding of interpersonal relationships in business and how these factors influence efficiency, morale and business practices.*

Instructor: *My name is Dr. Randall Robbins. The Fall of 2001 began my seventeenth year at Mississippi College. Previously, I was on faculty in the School of Business for three years at Henderson State University in Arkadelphia, AR. I received my Bachelor of Science Degree in Marketing and my Master of Business Administration Degree in December 1980 from Arkansas State University. In May 1994, I graduated from Mississippi State University with the Doctorate of Business Administration. I am married and the Lord has blessed us with three beautiful children (Sarah Elizabeth, Benjamin Curtis, and Bradford Thomas)*

Learning Objectives: *At the conclusion of this course, you should have a working knowledge of:*

- * how individual behavior is affected by certain variables and processes such as perception, personality, attribution, learning ...*
- * the impact of certain strategic decisions on the individual employee as well as the entire organization*
- * how groups interact and key associated activities such as conflict, politics ...*
- * key organization processes such as motivation, leadership,*

communication ...

Absence Policy: Refer to Student Handbook for policy on student absences. For night classes, no more than four absences are allowed. Excessive absences will be detrimental to one's grade.

Appeals Policy: If a student misses more than the number of class periods specified in university policy and believes there are reasonable explanations for the absences, he/she may appeal the absences to Dr. Eduardo.

Make-Up Exam Policy: Make-up exams are given only with a valid excuse. These exams, if justified, will be given the week before the final exam (may require student to come by in morning or afternoon).

Academic Integrity Policy: Students are expected to be scrupulously honest. Dishonesty, such as cheating or plagiarism, will be regarded as a serious offense subject to severe penalty including, but not limited to loss of credit and possible dismissal.

Course Requirements and Grading Policy: There will two exams, mid-term and final, during the semester. Each exam will be valued at **200 points each**. In addition, the student will write a research proposal on a topic to be assigned by the instructor. Additional information will be provided as to structure and content at a later date. This research project will be worth **100 points**. The proposal will not be accepted late. It is due two class meetings before the final exam, **4/22**.

→ Total points for the semester:

Exam 1	200
Exam 2	200
Research project	100

(500)

The following grading scale will be used:

93-100 A
90-92 B+
84-89 B
81-83 C+
75-80 C
70-74 D
60-69 F

Method of Instruction: *The method of instruction will be primarily lecture as the foundation. However, if we are to have a successful class, I require a significant amount of participation and interaction on the part of the student. This participation will directly affect your grade.*

Evaluating Student Progress: *Performance on tests, research proposal, and class participation will be the primary determinants of one's grade.*

Orientation Manual: *Graduate students should read the Graduate Orientation Manual in its entirety. This is an important part of the orientation for graduate students. Please get your hard copy from your department or from the Graduate Office in Nelson 202. You may also view the manual on the web at this address: <http://www/mc.edu/publications/graduate/orientation.html>.*

Expectations and Commitment

*You will get as much out of this course as you desire to put into it. You must make that choice. I do not give grades. I do not curve grades. However, I have ever confidence that you **will** answer the challenge and * Be present, * Be ready to participate, * Be ready to answer and ask questions, and * **THINK!** Think about the topic and how it relates to your job, Think about the variables to be considered when applying the topic, and Think how **you the manager** would go about successfully implementing the topic under discussion.*

I ask a lot of my students; however, I am committed to doing everything I can to

facilitate your learning process. Do not hesitate to call or come by. This is my job, to be here for you.

Thank you.

➔ **Class Schedule and Outline**

Class #	Day / Date	Topic	Instructions
1	1/14	Syllabus and Introduction	
2	1/21	Foundations of Individual Behavior (chp. 2)	pp. 33-45
3	1/28	Values, Attitudes and Job Satisfaction (chp. 3)	pp. 62-73, 77-79 *Team Exercise, p. 83
4	2/4	Personality (chp. 4)	pp. 92-103 *Team Exercise, p. 114
5	2/11	Perception and DM (chp. 5)	pp. 122-142
6	2/18	Motivation (chp. 6)	pp. 156-174 ☺ start review for EXAM 1
7	2/25	Group Behavior (chp. 8)	PP. 217-237
8	3/4	EXAM 1 *****	

9	3/18	<i>Leadership (chp. 11)</i>	<i>pp. 316-332</i>
10	3/25	<i>Power & Politics (chp. 12)</i>	<i>pp. 352-373</i>
11	4/1	<i>Conflict (Chp. 13)</i>	<i>pp. 383-395</i> <i>*** Last Day To Drop Class</i>
12	4/8	<i>Change (Chp. 18)</i>	<i>pp. 540-553</i>
13	4/15	<i>Culture (Chp. 17)</i>	<i>pp. 510-528</i> <i>*Class Exercise</i>
14	4/22	<i>Team Building (Chp. 9)</i>	<i>pp. 258-271</i> <i>*Class Exercise</i> <i>☺ start review for EXAM 2</i>
15	4/29	<i>Catch-Up & Review</i>	

***** FINAL EXAM 5/6**

IMPORTANT:

**YOU MUST KEEP UP WITH READING ASSIGNMENTS; STAY 1
CHAPTER AHEAD OF ME WITH YOUR READING.**