

Governors State University  
College of Business and Public Administration

Course Number & Title: S MGMT 401 ORGANIZATIONAL BEHAVIOR (OBS96C)  
Reference Number: 50587  
Credit Hours: Three  
Session: Spring/Summer, 1996  
Instructor: Richard J. Vorwerk, Ph.D.  
Phone Number: 708/534-4957  
Office Number: C3360  
Office Hours: Monday: 6:00 p.m. - 6:30 p.m., Moraine Valley CC, Room F220  
Tuesday: 5:30 p.m. - 7:30 p.m.  
Wednesday: 6:00 p.m. - 6:30 p.m., Moraine Valley CC, Room F220  
Thursday: 5:30 p.m. - 7:30 p.m.  
Other times by appointment.

Catalog Description: Analyzes the behavior of people in organizations. Discusses organizational motivation, leadership, group behavior, communication, and decision making. This is an extension and intensification of the behavioral portion of MGMT 301, Introduction to Management Strategies.

Prerequisites: MGMT 301, Introduction to Management Strategies

Textbook: Nelson, Debra L. and Quick, James. Organizational behavior: foundations, realities, and challenges. West, 1994.

Instructional Modality: Correspondence

Expected Student Outcomes:

1. Master ideas, theories and concepts of organizational behavior and be able to discuss behavioral issues in organizations;
2. Enhance ability to learn from experience, to test what is learned against new experience and to extract new learning in a continuing fashion;
3. Develop skills in observing and understanding living and working experiences;
4. Enhance ability to behave effectively in organizational situations.

Written assignments: You must turn in three exercises and three case studies. If you attend the two classes, you may subtract one exercise and one case study for each class attended. Three exercises and case studies can be found in the study guide which I will give you. Instructions for completing the exercises and the case studies can also be found in the study guide.

In addition, you must complete the Individual Written Assignment, also found in the study guide.

All assignments must be typed and double spaced. Do not use folders for your assignments. Simply staple the pages together in the upper left-hand corner. You will receive assignment cover sheets which you should include with your assignments. All assignments should include the following information at the top of the first page:

GSU ARCHIVES

SMGMT 401  
SS 96

Name  
Address  
Telephone No.  
Date

All assignments should be sent to: Richard J. Vorwerk  
College of Business and Public Administration  
Governors State University  
University Park, IL 60466

Tests: The material covered in the three tests can be found in the text. The tests will be comprised of multiple-choice, true-false, and essay questions. See the Class Schedule for the subject matter for each test.

All exams are to be taken at the GSU testing center located in the University's Student Development Office on the first floor near the main entrance. If you reside more than 50 miles from Governors State University, call 708/534-4089 to make arrangements to take your examinations. You may, of course, take your examinations on campus.

When you are ready for your exam, follow these directions:

1. Make an appointment by calling 708/534-5000 x5030, at least two business days prior to the exam.
2. Be prepared to provide the following information:
  - a. your name
  - b. social security number
  - c. course title and reference number
  - d. the term (important for incompletes)
  - e. the exact name and number of the exam

The Student Development Office will provide you with a date and start time for your exam.

Testing hours: Monday through Thursday: 4:30 p.m. - 7:30 p.m.  
Saturday: 8:30 a.m. - 12:00 noon

I will send you your grade after you take each examination. If you wish to go over your examination, call.

Grading:	Exercise:	5%	Test 1:	15%	A:	90 - 100
	Case Study:	5%	Test 2:	20%	B:	80 - 89
	Class Participation:	20%	Test 3:	20%	C:	70 - 79
	Paper	15%			D:	60 - 69

For Persons with Disabilities: It is the intention of this institution to support full participation of all students, regardless of physical ability level. Therefore, if any student needs consideration of his/her physical abilities in order to complete the course, please notify the instructor as soon as possible.

Course Content:

May	17	Orientation	7:00 p.m.	
		or		
May	18	Orientation	10:30 a.m.	
June	8	Suggested:	Having taken Exam 1:	Material to be covered:

- Chapter 1: Organizational behavior in the 1990s, 3-30  
 Chapter 2: Organizations 2001 and managerial challenges, 35-69  
 Chapter 3: Personality, perception, and attribution, 77-105  
 Chapter 4: Attitudes, values, and ethics, 111-136  
 Chapter 5: Motivation in organizations, 141-167  
 Chapter 6: Learning and performance management, 171-197

Be prepared to answer the following questions after the case studies at the end of chapter 3 (question 2), chapter 4 (question 2), and chapter 6 (question 2).

**June 15 First class, 10:30 a.m. - 12:30 p.m.**  
 You are encouraged to attend the classes. Statistics from previous classes show that over 90% of those who attend all the classes finish the course.

June 22 Suggested: Turn in first exercise  
 Turn in first case study

July 6 Suggested: Turn in second exercise  
 Turn in second case study

July 6 Suggested: Have taken Exam 2. Material to be covered:

- Chapter 7: Stress and well-being at work, 201-229  
 Chapter 8: Communication, 233-262  
 Chapter 9: Work groups and teams, 265-293  
 Chapter 10: Decision making by individuals and groups, 295-327  
 Chapter 11: Power and political behavior, 329-354  
 Chapter 12: Leadership and followership, 357-387

Be prepared to answer the following questions after the case studies at the end of chapter 7 (question 3) and chapter 8 (question 2).

**July 13 Second class, 10:30 a.m. - 12:30 p.m.**

July 20 Suggested: Turn in Exercise 3  
 Turn in Case Study 3

July 27 Suggested: Turn in the Individual Written Assignment

Aug. 14 Suggested: Have taken Exam 3. Material to be covered.

- Chapter 13: Conflict at work, 389-420  
 Chapter 14: Jobs and the design of work, 425-452  
 Chapter 15: Organizational design and structure, 455-484  
 Chapter 16: Organizational culture, 487-517  
 Chapter 17: Career management, 519-547  
 Chapter 18: Managing change, 549-580

Be prepared to answer the following questions after the case studies at the end of chapter 13 (question 2), chapter 16 (question 3), and chapter 17 (question 1).

**Aug. 14 All assignments must be turned in and tests taken.**