



Managing Organizational Behavior in Technology-Based Organizations

HRM 601 | Section 101 | CRN 93467

Fall 2024

Instructor: Miranda Joseph

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Class Time & Location: Hybrid F2F Begins 09/09/24 | Monday 6:00PM - 8:50PM | KUPF 206

Prerequisites: None

Office Hours:

- Mondays 2:30PM - 5:30PM (Location Announcement via Canvas Each Week)
- Please Feel Free to Email to Schedule Separate In-Person or Zoom Appointment

(A) Course Overview

Organizational behavior, in its most general sense, addresses how organizations work. The sub-topics within this general domain are all concerned with the general question of how to design organizations, processes, and policies that enhance individual, team and organizational performance. The course provides the concepts and tools to conduct meaningful analyses to address challenges and find opportunities. Topics covered include: organizational structure, coalitions and teams, organizational culture, power and politics in organizations, personality, conflict and negotiation, leadership, motivating employees, and organizational change.

(B) Required Course Materials

***Minimum Required Material**

- *Organizational Behavior, 19 edition by Stephen J. Robbins, Timothy A. Judge*

Optional Material

- MyLab Management with Pearson eText Access Code for Organizational Behavior Digital Access Code 9780135326824

****Please Note: If you choose to get the Optional Material, do not purchase the e-textbook. MyLab purchase includes the e-textbook. I will be posting a video with more information. Please let me know if you have further questions before purchasing.***

(C) Learning Outcomes

Upon successful completion of this course, the student should be able to:

1. Identify key elements of bureaucratic organizations and the policies associated with bureaucratic structures.
2. Explain individual and coalitional politics in organizations and analyze how power is attained, maintained, and lost.
3. Articulate a clear conception of emerging organizational forms.
4. Analyze the importance of leadership in organizations and its role in shaping organizational culture.
5. Identify key issues in motivating individual employees and know which techniques are effective in doing so.
6. Analyze perceptual processes in organizations and their role in shaping the dominant logic of an organization.

(E) Course Website

- **Please go to CANVAS. The Canvas site is where most course materials are posted.**
- **Make sure you have an NJIT UCID and password so that you are able to access Canvas.**
- **I will use Canvas to post announcements and supplemental materials throughout the semester. So, please be sure to check the site (canvas.njit.edu) frequently.**
- **Please contact help-desk (973-596-2900) for problems associated with Canvas.**

(F) Course Deliverables/ Final Grade Components

Your grade for this course will be based on the following components:

#	Component	How Many	Each Worth	Weight	Total Points
1	Canvas Online Discussions (5 Discussions: each worth 2%)	5	2%	10%	10
2	Ethical Dilemma Assignments (3, each worth 3%)	3	3%	9%	9
3	Case Incident Assignments (3, each worth 3%)	3	3%	9%	9
4	In Class Participation: Class Discussions, Case Incidents, Ethical Dilemmas, Guest Speakers (7 F2F classes, each worth 2%)	7	2%	14%	14
5	Midterm Exam: Comprehensive Case (1)	1	20%	20%	20
6	Self-Introduction Assignment (1)	1	8%	8%	8
7	Pop Culture Reflections Blogs (2, each worth 5%)	2	5%	10%	10
8	Final Exam Paper: Bringing It “Home” Reflections (1)	1	20%	20%	20
Total				100%	100

(G) Final Grades

Grades are a reflection of the level of understanding of course content. Therefore, to achieve the grade of A or B in this class expect to:

- Be prepared. This means actively participating in discussions, exercises, and activities to further understanding.
- Turn in all course deliverables in a timely and professional manner.

With less preparation and participation expect the grade of C or lower.

I have had students be very casual in taking a class for the first part of a term. Then, as the class nears the end, the student realizes a bad grade may be in the future and asks for an extra-credit opportunity or extensions to due dates. This is usually done with a **sad face, a soft voice, and a remorseful heart**. Please know now that such opportunities are not fair to the other students. So, the grading system established in this syllabus is final and no other opportunities exist. This means that each student should take this class seriously from the first week.

Final course grades will be based on the following scale (there will be NO curve): Grading Scale

A	B+	B	C+	C	D	F
90%	85%	80%	75%	70%	60%	<60%

(H) Late Assignments

- Late assignments will not be accepted for grading unless there is a severe illness or an emergency situation. In these cases, legitimate documentation of the emergency must be presented and approved by the office of the Dean of Students before extensions will be granted.

(I) Email Etiquette

This is a business course, and the expectation is that you will conform to appropriate business letter writing practice in all of your email to me. The following are the basics.

- Put the course name (e.g. course name or course number) in the subject line
- Identify the subject of the e-mail with a brief but descriptive summary of the topic: include a proper salutation and the assignment details such as the title, homework, or test.
- Proofread your e-mail for proper sentence structure, capitalization, spelling and punctuation.
- Conclude the e-mail message with a proper closing (e.g. Regards, Sincerely) and your full name.

(Note: Do not e-mail requests for additional grade points unless there is an error in the grading. Please note that any grade discrepancies must be addressed within 2 weeks of the assignment due date. Grades are not ‘given out’ by the professor; they are ‘earned’ by the student. So, make sure that you ‘earn’ a grade that you can live with.)

(J) Academic Integrity

Learning is both an individual and a cooperative experience. Asking for and giving help freely in appropriate settings helps you learn. However, you should present only YOUR work as your own. University rules and standards define and prohibit “academic misconduct” by all members of the academic community including students. You are asked and expected to be familiar with these standards and abide by them.

Academic Integrity is the cornerstone of higher education and is central to the ideals of this course and the university. Cheating is strictly prohibited and devalues the degree that you are working on. As a member of the NJIT community, it is your responsibility to protect your educational investment by knowing and following the academic code of integrity policy that is found at: <http://www5.njit.edu/policies/sites/policies/files/academic-integrity-code.pdf>.

Please note that it is my professional obligation and responsibility to report any academic misconduct to the Dean of Students Office. *Any student found in violation of the code by cheating, plagiarizing or using any online software inappropriately will result in disciplinary action. This may include a failing grade of F, and/or suspension or dismissal from the university.* If you have any questions about the code of Academic Integrity, please contact the Dean of Students Office at dos@njit.edu.

(K) Accommodations

Educational access is the provision of classroom accommodations, auxiliary aids and services to ensure equal educational opportunities for all students regardless of their disability. If you are in need of accommodations due to a disability please contact Scott Janz (oars@njit.edu), Associate Director of the Office of Accessibility Resources & Services (OARS), Kupfrian Hall 201, to discuss your specific needs. A Letter of Accommodation Eligibility from the OARS authorizing your accommodations will be required. Accommodations need to be requested in advance and will not be granted retroactively.

(L) Classroom Policies

- I will submit your assignments to Turnitin to check for plagiarism.

(M) Final Comments

- **I reserve the right to change any aspect of this syllabus or the course schedule at any time**, as the need arises. Students registered for this course assume full responsibility for reading and understanding the course policies as stated above.

#	Week Of: (F2F Mondays 6:00-8:50PM KUPF 206)	Course Topics	Due
1	Sep 3 (Online)	<ul style="list-style-type: none"> • Welcome! • Module 1: The 4 Parts of Organizational Behavior <ul style="list-style-type: none"> • Part 1: An Introduction to OB (Chapter 1) • Part 2: The Individual (Chapter 2) 	<p>Due 09/08/24 11:59PM</p> <p>Readings</p> <ul style="list-style-type: none"> • Syllabus & Chapters 1, 2 <p>Assignments</p> <ul style="list-style-type: none"> • Reminder Complete Verification of Presence: Academic Engagement Assignment by September 14, 2024 • Self-Introduction • Canvas Discussion #1: Case Incident (Chapter 1)
2	Sep 9 (F2F)	<ul style="list-style-type: none"> • Review and Q&A: Chapters 1, 2, 9, 16 • Module 1: The 4 Parts of Organizational Behavior <ul style="list-style-type: none"> • Part 3: The Group (Chapter 9) • Part 4: The Organizational System (Chapter 16) • In Class: Case Incident (Choose 1 from either Chapter 2, 9, or 16) 	<p>Due 09/15/24 11:59PM</p> <p>Readings</p> <ul style="list-style-type: none"> • Chapters 9, 16 <p>Assignments</p> <ul style="list-style-type: none"> • Ethical Dilemma (Choose 1 from either Chapter 1, 2, 9, or 16)

3	Sep 16 (Online)	<ul style="list-style-type: none"> • Module 2: All About Attitudes, Emotions, Personality, Decision Making <ul style="list-style-type: none"> • Job Attitudes (Chapter 3) • Emotions and Moods (Chapter 4) 	<p>Due 09/22/24 11:59PM</p> <p>Readings</p> <ul style="list-style-type: none"> • Chapters 3, 4 <p>Assignments</p> <ul style="list-style-type: none"> • Canvas Discussion #2: Ethical Dilemma (Chapter 4)
4	Sep 23 (F2F)	<ul style="list-style-type: none"> • Review and Q&A: Chapters 3, 4, 5, 6 • Module 2: All About Attitudes, Emotions, Personality, Decision Making <ul style="list-style-type: none"> • Personality and Individual Differences (Chapter 5) • Perception and Individual Decision Making (Chapter 6) • In Class <ul style="list-style-type: none"> • Ethical Dilemma (Choose 1 from either Chapter 3, 5, or 6) • Guest Speaker: TBA 	<p>Due 09/29/24 11:59PM</p> <p>Readings</p> <ul style="list-style-type: none"> • Chapters 5, 6 <p>Assignments</p> <ul style="list-style-type: none"> • Case Incident (Choose 1 from either Chapter 3, 4, 5, or 6)
5	Sep 30 (Online)	<ul style="list-style-type: none"> • Module 3: How to Motivate, Understanding Teams, and Communication <ul style="list-style-type: none"> • Motivation Concepts (Chapter 7) • Motivation Applications (Chapter 8) 	<p>Due 10/06/24 11:59PM</p> <p>Readings</p> <ul style="list-style-type: none"> • Chapters 7, 8 <p>Assignments</p> <ul style="list-style-type: none"> • Canvas Discussion #3: Case Incident (Chapter 7)
6	Oct 7 (F2F)	<ul style="list-style-type: none"> • Review and Q&A: Chapters 7, 8, 10, 11 • Module 3: How to Motivate, Understanding Teams, and Communication <ul style="list-style-type: none"> • Understanding Work Teams (Chapter 10) • Communication (Chapter 11) • In Class: Case Incident (Choose 1 from either Chapter 8, 10, or 11) 	<p>Due 10/13/24 11:59PM</p> <p>Readings</p> <ul style="list-style-type: none"> • Chapters 10, 11 • Review Chapter 9 if you need <p>Assignments</p> <ul style="list-style-type: none"> • Ethical Dilemma (Choose 1 from either Chapter 7, 8, 10, or 11)
7	Oct 14 (Online)	<ul style="list-style-type: none"> • Midterm Exam (Comprehensive Case Assignment) <ul style="list-style-type: none"> • Choose 1 out of the 5 Comprehensive Cases • Read the Case • Complete the Assignment outlined using any resources you think is needed 	<p>Due 10/20/24 11:59PM</p> <ul style="list-style-type: none"> • Midterm Exam (Comprehensive Case Assignment)

8	Oct 21 (F2F)	<ul style="list-style-type: none"> Review and Q&A: Chapters 1-11 & 16 Module 4: Leadership Styles, Impact of Power and Politics, Where There is Conflict, There is Negotiation <ul style="list-style-type: none"> Leadership (Chapter 12) Power and Politics (Chapter 13) In Class <ul style="list-style-type: none"> Ethical Dilemma (Choose 1 from either Chapter 12 or 13) Guest Speaker: TBA 	Due 10/27/24 11:59PM Readings <ul style="list-style-type: none"> Chapters 12, 13 Assignments <ul style="list-style-type: none"> Case Incident (Choose 1 from either Chapter 12 or 13)
9	Oct 28 (Online)	<ul style="list-style-type: none"> Module 4: Leadership Styles, Impact of Power and Politics, Where There is Conflict, There is Negotiation <ul style="list-style-type: none"> Conflict and Negotiation (Chapter 14) 	Due 11/03/24 11:59PM Readings <ul style="list-style-type: none"> Chapters 14 Assignments <ul style="list-style-type: none"> Canvas Discussion #4: Ethical Dilemma (Choose 1 from either Chapter 12, 13, or 14)
10	Nov 04 (F2F)	<ul style="list-style-type: none"> Review and Q&A: Chapters 12, 13, 14 Module 5: Organization Structure, Design, Systems & Processes <ul style="list-style-type: none"> Foundations of Organization Structure (Chapter 15) In Class: Case Incident (Choose 1 from either Chapter 15 or 16) 	Due 11/10/24 11:59PM Readings <ul style="list-style-type: none"> Chapters 15 Review Chapter 16 if you need Assignments <ul style="list-style-type: none"> Ethical Dilemma (Choose 1 from Chapter 15 or 16)
11	Nov 11 (Online)	<ul style="list-style-type: none"> Module 5: Organization Structure, Design, Systems & Processes <ul style="list-style-type: none"> Human Resources Systems and Practices (Chapter 17) 	Due 11/17/24 11:59PM Readings <ul style="list-style-type: none"> Chapters 17 Assignments <ul style="list-style-type: none"> Canvas Discussion #5: Case Incident (Choose 1 from either Chapter 15, 16, or 17)
12	Nov 18 (F2F)	<ul style="list-style-type: none"> Review and Q&A: Chapters 15, 17 Module 6: Impact of Stress and Health <ul style="list-style-type: none"> Stress and Health in Organizations (Chapter 18) In Class <ul style="list-style-type: none"> Ethical Dilemma (Chapter 18) Guest Speaker: TBA 	Due 11/24/24 11:59PM Readings <ul style="list-style-type: none"> Chapter 18 Assignments <ul style="list-style-type: none"> Case Incident (Chapter 18) Modules 1-6 Open Questions

13	Nov 25 (Online)	<ul style="list-style-type: none"> • Module 7: Bringing It “Home” • Do we see how OB can be applied anywhere and everywhere? • Do we see how people, culture, business, technology, processes are at the essence of everything which we take part? • If a documentary filmmaker were to ask you about OB in your world experience, what would you say? 	Due 12/02/24 5:00PM Readings <ul style="list-style-type: none"> • Choose Pop Culture Resource(s) (Book, TV Show, Movie, Podcast, TED Talk, etc.) Assignments <ul style="list-style-type: none"> • Pop Culture Reflections “Blog” #1
Thanksgiving Recess: Nov 28 - Dec 1			
14	Dec 02 (F2F)	<ul style="list-style-type: none"> • Module 7: Bringing It “Home” • Do we see how OB can be applied anywhere and everywhere? • Do we see how people, culture, business, technology, processes are at the essence of everything which we take part? • If a documentary filmmaker were to ask you about OB in your world experience, what would you say? • In Class <ul style="list-style-type: none"> • Pop Culture Reflections Discussion (as class and in groups) • Pop Culture Reflections Presentations • Final Exam Paper Guidance and Q&A 	Due 12/08/24 11:59PM Readings <ul style="list-style-type: none"> • Choose Pop Culture Resource(s) (Book, TV Show, Movie, Podcast, TED Talk, etc.) Assignments <ul style="list-style-type: none"> • Pop Culture Reflections “Blog” #2 • Submit Questions on Final Exam Paper Guidelines (if you have any) by 12/08/24 11:59PM
15	Dec 09 (Online)	<ul style="list-style-type: none"> • Module 7: Bringing It “Home” • Do we see how OB can be applied anywhere and everywhere? • Do we see how people, culture, business, technology, processes are at the essence of everything which we take part? • If a documentary filmmaker were to ask you about OB in your world experience, what would you say? 	Readings <ul style="list-style-type: none"> • Choose Pop Culture Resource(s) (Book, TV Show, Movie, Podcast, TED Talk, etc.) Assignments <ul style="list-style-type: none"> • Submit Questions on Final Exam Paper Guidelines (if you have any), see me during office hours, and/or make appointment
Last Day of Classes: Dec 11 Final Exams: Dec 15 - Dec 21			
	Dec 16	<ul style="list-style-type: none"> • Final Exam Paper • Use any case incidents, ethical dilemmas, comprehensive cases, guest speakers, interviews, outside resources as part of your reflections • 4-7 pages based on your initial thoughts from self-introduction assignment from first week of class 	Due 12/16/24 11:59PM <ul style="list-style-type: none"> • Final Exam: Bringing It “Home” Reflections Paper (5-7 pages)
Final Grades Due: Dec 23 THANK YOU FOR YOUR TIME AND EFFORT THIS SEMESTER! HAPPY HOLIDAYS & ENJOY YOUR WINTER BREAK! REST AND RECHARGE, YOU ALL DESERVE IT!			

The topics are tentative. Updates will be provided.