MARTIN TUCHMAN SCHOOL OF MANAGEMENT
NEW JERSEY INSTITUTE OF TECHNOLOGY

Managing Organizational Behavior in Technology-Based Organizations
HRM 601 | Section 856 | CRN 13330
Spring 2025

Instructor: Miranda Joseph
Phone (Call & Text): (732) 939-8875
Email: mj86@njit.edu
Class Time & Location: Online
Prerequisites: None
Office Hours:
- Mondays 11:00AM - 12:30PM & 3:30PM - 5:00PM
- Email or text to schedule appointment for Zoom call outside Mondays office hours

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(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**
- **DO NOT USE GLOBAL EDITION**
- **Link to purchase:** https://urldefense.com/v3/__https:/www.pearson.com/en-us/subject-catalog/p/organizational-behavior/P200000007044/9780137687206__;!!DLa72PTfQgg!LNoqrMKjutlXB3lLqh6vSMJ0hZn3R5WADZPrkdo7oxZKEQ9LNmUv5O3uipamWD8Zy4ZFy8Gqc4c5BFfPQ8w6Rg$

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.

(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	Self-Introduction Assignment (1)	1	5%	5%	5
2	Canvas Online Discussions (Case Incident for Each Module) (5 Discussions: each worth 3%)	5	3%	15%	15
3	Individual Assignments (Case Incident for Each Module) (5, each worth 3%)	5	3%	15%	15
4	Individual Assignments (Ethical Dilemma for Each Module) (5, each worth 3%)	5	3%	15%	15
5	Midterm Exam: Comprehensive Case (1)	1	20%	20%	20
6	Pop Culture Blogs (2, each worth 5%)	2	5%	10%	10
7	Final Exam: 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, <u>to achieve the grade of A or B in this class expect to</u>:
- 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 (<u>there will be NO curve</u>): <u>Grading Scale</u>

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:	Course Topics	Due
1	Jan 21	**Module 1: The 4 Parts of Organizational Behavior** • Part 1: An Introduction to OB (Chapter 1) • Part 2: The Individual (Chapter 2) • Part 3: The Group (Chapter 9) • Part 4: The Organizational System (Chapter 16)	**Due 01/27/25 11:59PM** Readings • Syllabus • Chapters 1, 2 Watch • Chapters 1, 2 lecture videos • Chapters 9, 16 lecture videos Assignments • Reminder Complete Verification of Presence: Academic Engagement Assignment by January 28, 2025 • Self-Introduction
2	Jan 28		**Due 02/03/25 11:59PM** Assignments • M1 Canvas Discussion: Case Incident (Chapter 1) • M1 Case Incident (Chapter 9) • M1 Ethical Dilemma (Chapter 2)
3	Feb 04	• **Module 2: All About Attitudes, Emotions, Personality, Decision Making** • Job Attitudes (Chapter 3) • Emotions and Moods (Chapter 4) • Personality and Individual Differences (Chapter 5) • Perception and Individual Decision Making (Chapter 6)	**Due 02/10/25** Readings • Chapters 3, 4 • Chapters 5, 6 Watch • Chapters 3, 4 lecture videos • Chapters 5, 6 lecture videos
4	Feb 11		**Due 02/17/25 11:59PM** Assignments • M2 Canvas Discussion: Case Incident (Chapter 3) • M2 Case Incident (Chapter 5) • M2 Ethical Dilemma (Chapter 6)
5	Feb 18	**Module 3: How to Motivate, Understanding Teams, and Communication** • Motivation Concepts (Chapter 7) • Motivation Applications (Chapter 8) • Understanding Work Teams (Chapter 10) • Communication (Chapter 11)	**Due 02/24/25** Readings • Chapters 7, 8 • Chapters 10, 11 • Review Chapter 9 if you need Watch • Chapters 7, 8 lecture videos • Chapters 10, 11 lecture videos

6	Feb 25	**Module 3: How to Motivate, Understanding Teams, and Communication** • Motivation Concepts (Chapter 7) • Motivation Applications (Chapter 8) • Understanding Work Teams (Chapter 10) • Communication (Chapter 11)	**Due 03/03/25 11:59PM** Assignments • M3 Canvas Discussion: Case Incident (Chapter 8) • M3 Case Incident (Chapter 9) • M3 Ethical Dilemma (Chapter 11)
7	**Mar 04**	**Midterm (Comprehensive Case)** • **Choose 1 out of the 5 Comprehensive Cases** • **Read the case** • **Complete the assignment outlined using any resources you think is needed**	**Due 03/10/25 11:59PM** • **Midterm (Comprehensive Case)**
8	Mar 11	Post-Midterm Review • M1, M2, M3 Canvas Q&A Concepts Review	**Due 03/14/25** Watch • AWS Guest Speaker Recording • Google Guest Speaker Recording
		SPRING BREAK (MARCH 17 - 21)	
9	Mar 25	**Module 4: Leadership Styles, Impact of Power and Politics, Where There is Conflict, There is Negotiation** • Leadership (Chapter 12) • Power and Politics (Chapter 13) • Conflict and Negotiation (Chapter 14)	**Due 03/31/25** Readings • Chapters 12, 13, 14 Watch • Chapters 12, 13, 14 lecture videos
10	Apr 01		**Due 04/07/25 11:59PM** Assignments • M4 Canvas Discussion: Case Incident (Chapter 12) • M4 Case Incident (Chapter 13) • M4 Ethical Dilemma (Chapter 14)
11	Apr 08	**Module 5: Organization Structure, Design, Systems & Processes** • Foundations of Organization Structure (Chapter 15) • HR Systems & Practices (Chapter 17) • Stress and Health in Organizations (Chapter 18)	**Due 04/14/25** Readings • Chapters 15, 17, 18 Watch • Chapters 15, 17, 18 lecture videos
12	Apr 15		**Due 04/21/25 11:59PM** Assignments • M5 Canvas Discussion: Case Incident (Chapter 15) • M5 Case Incident (Chapter 16) • M5 Ethical Dilemma (Chapter 17)

13	Apr 22	**Module 6: Bringing It "Home" Reflections** • 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 04/28/25 11:59PM** Readings • Choose Pop Culture Resource(s) (Book, TV Show, Movie, Podcast, TED Talk, etc.) Assignment • Pop Culture "Blog" #1 • Submit Questions on Final Exam Paper Guidelines (if you have any), see me during office hours, and/or make appointment
14	Apr 29		**Due 05/05/25 11:59PM** Readings • Choose Pop Culture Resource(s) (Book, TV Show, Movie, Podcast, TED Talk, etc.) Assignment • Pop Culture "Blog" #2 • Submit Questions on Final Exam Paper Guidelines (if you have any), see me during office hours, and/or make appointment
15	**May 06**	**Final Exam Paper, PPT, and/or video** • **Use any case incidents, ethical dilemmas, comprehensive cases, guest speakers, interviews, outside resources as part of your reflections** • **Based on your initial thoughts from self-introduction assignment from first week of class and pop culture blogs**	**Due May 12, 2025 11:59PM** • **Final Exam: Bringing It "Home" Reflections**

Last Day of Classes: May 07
Reading Days: May 08 - 09
Final Exams: May 10 - 16
Final Grades Due: Sunday, May 18, 2025

THANK YOU FOR YOUR TIME AND EFFORT THIS SEMESTER!
ENJOY YOUR SUMMER BREAK! REST AND RECHARGE, YOU ALL DESERVE IT!

The topics are tentative. Updates will be provided.