# **University of North Texas – G. Brint Ryan College of Business**

# **MGMT 3720 Organizational Behavior**

## Fall 2025 Syllabus: August 18, 2025 – December 12, 2025

### Section 002: Hybrid Format – Meets on Thursday 11:00 AM – 12:20 PM, BLB 225

## Instructor Contact

* **Instructor:** Imelda Freddy, Teaching Fellow
* **Office:** BLB 185 - Business Leadership Building - Denton Campus
* **Office Hours:** By appointment Monday-Friday
* **Email:** **imelda.freddy@unt.edu** **; \*\*BEST WAY TO REACH ME \*\*(include MGMT 3720 in Subject line of e-mail)**

**Course Description**

**MGMT 3720 Organizational Behavior** (3 credit hours) is a junior level course that examines individual behavior in organizational settings. MGMT 3720 is a core topic required of all students majoring in one of the many degree plans of the Ryan College of Business (RCOB) at UNT. In the collective judgment of RCOB faculty, the research, theory, and practices described in our Organizational Behavior literature represent the very best introductory explanation for the behavior of managers and employees in for profit firms/organizations. The class will include lectures and experiential exercises in organizational culture, motivation, leadership, perception and attribution, communication, decision making and performance, and individual differences.

**Course Objectives:** At the conclusion of the course, students who have mastered the material will be
 able to…

1. understand the foundations of individual behavior and their relation to group behavior.
2. identify the processes that give rise to organizational culture.
3. identify the role of personality and perception in organizational behavior.
4. analyze individual and group processes relative decision-making and problem solving.
5. identify the role and function of groups and teams in organizations.
6. utilize conflict management tools in organizational environments.
7. understand psychological elements underlying motivation.
8. evaluate the role of influence tactics and politics in organizations.
9. identify different styles of leadership in organizations based on management practices.
10. understand the practical uses of different leadership theories in organizational operations.
11. assess the connections between organizational culture and organizational performance.

## Required Materials

Required Text: Organizational Behavior, an open-source educational text published by OpenStax® accessible at: <https://openstax.org/details/books/organizational-behavior>

**Canvas & Technology**

## The course can be accessed via https://unt.instructure.com. Login using your EUID and Password: click “MGMT 3720” from the list of courses.

## This class is a hybrid course, which will utilize weekly in-person class sessions and online engagement via

## Canvas. Canvas will be utilized to review and submit assignments. Please note that Canvas relies

## exclusively on electronic technologies for online participation. Class participants are responsible for the

## operating condition of personal computers and the functionality of individual internet connections. The

## helpdesk offers support, but responsibility for technical connections, content access, assignments

## deliveries, and navigation of the Canvas course site resides with class participants. Please report Canvas

## problems to the UNT helpdesk at 940.565.2324 and be sure to ask for a ticket number as this helps to

## follow up and ensure resolution of technical issues.

**EUID Access and Passwords:**

Enterprise User Identification Numbers (EUID’s) and passwords are required by the University of North

Texas to access this course. You may reset your password at <https://ams.unt.edu/acctreq.php>

**Class Structure**

As a hybrid course, in-person class sessions are required once a week and many course requirements will

be facilitated via online tools and resources through Canvas. It is the responsibility of each class participant

to show up and participate in all in-person class sessions, as well as be able to access, and appropriately

use, online materials assigned in the course. Though it is not entirely self-paced, and there are hard deadlines, the class is formatted to allow for asynchronous participation. Students are expected to read all the assigned materials on time, per the course calendar in the syllabus. Lecture notes and other materials posted online are supplementary and are not a substitute for thorough reading of the chapter.

**Due Dates & Attendance**

Students will be expected to participate in class regularly and complete course work on schedule with published due dates. University policy states the conditions and remedies for school and personal related absences. These include, but are not limited to University sanctioned activities, illness, civic duty, military service, caregiver leave, and religious observances (to include funerals). To treat everyone equally, verified absences are resolved through the Dean of Students Office. Please inform me of the situation and we can discuss on a case by case basis. I will take attendance when deemed necessary; if I believe that class participation/attendance is severe enough to interfere with the learning experience I will arrange individual consultation with the student. Late submissions, which are not excused by University policy, will be subject to 25% reduction for the first twenty-fours, then a 50% reduction thereafter. Exams may not be made up for any reason not governed by University policy.

**Assignments and Grading**

Reading Concept Quizzes

There will be short quizzes on a weekly basis that cover concepts from the week’s assigned material. These

are based largely on recall of definitions for key terms and concepts. These are simple and straight forward

exercises meant to promote basic understanding of course topics and promote accountability to staying on

track with reading assignments.

Organizational Case Study (Presentation)

There will be one organizational case study opportunity during the semester, as outlined in the course calendar. Students will work on the case study in groups and present their analysis at the end of the semester. Each group is required to identify a problem related to the case study of their choice, consider various courses of action, and recommend a strategy for addressing the issue that demonstrates competency in the material covered in class. Instructions and prompts for the assignment will be provided at that time.

Exams

Three exams will be administered during the semester. Each exam may include multiple-choice, matching, true/false, and fill-in-the-blank questions, and each question is worth 1–3 points. Because the course covers 12 topics, Exam 1 covers Topics 1–4, Exam 2 covers Topics 5–8, and Exam 3 covers Topics 9–12. Exams are administered online asynchronously using a lockdown browser**. Exams are not open book or open note; no outside assistance is allowed.**

Research Participation (SONA)

Part of your grade in the course is earned through participation in research studies conducted by faculty

members of the Ryan College of Business. Full information and details can be found posted in the Canvas

course site. Students will have a variety of opportunities to participate in diverse research programs.

## Course Requirements

### Grading Breakdown/Assessing Your Work

| **Assignment** | ***Points Possible*** |
| --- | --- |
| Student Introductions (completed in class) | 10 points |
| Case study Presentation | 160 points |
| Research Surveys/SONA Participation | 20 points |
| Chapter Quizzes | 90 points |
| Exams (3 exams)  | 200 points |
| Peer Evaluations points | 20 points |
| **Total Points Possible** | **500 points** |
|  |  |

### Final Letter Grade = Total Points Earned

A = 450 – 500 points

B = 400 – 449 points

C = 350 – 399 points

D = 300 – 349 points

F = Below 300 points

**Note: You are responsible for all announcements made through Canvas. Changes in the syllabus, assignments, etc. are possible and will be made at my discretion. No make-ups will be granted for missed assignments, a group project, quizzes, or exams except for university-recognized reasons (documented illness, disability accommodations, religious observance, pregnancy/parenting, sanctioned events, military/service obligations).**

# **Academic Integrity**

According to UNT Policy 06.003, Student Academic Integrity, (<https://policy.unt.edu/policy/06-003>) academic dishonesty occurs when students engage in behaviors including, but not limited to cheating, fabrication, facilitating academic dishonesty, forgery, plagiarism, and sabotage. A finding of academic dishonesty may result in a range of academic penalties or sanctions ranging from admonition to expulsion from the University. All violations of the Student Academic Integrity policy will be reported. Usage of cell phones, iPhones, cameras, or any other electronic device is not allowed during a test; nor is talking to other students, soliciting or giving help. Copying, photographing, or disseminating the questions in any form is prohibited. Remember, the exam questions are randomized so you will NOT see the same questions in the same order as your classmates. The course will utilize Turnitin as a plagiarism checker

# **Chosen Names & Pronouns**

A chosen name is a name that a person goes by that may or may not match their legal name. If you have a chosen name that is different from your legal name, below is a list of resources for updating your chosen name at UNT.

* [UNT Records](https://registrar.unt.edu/transcripts-and-records/update-your-personal-information)
* [UNT ID Card](https://sfs.unt.edu/idcards)
* [UNT Email Address](https://sso.unt.edu/idp/profile/SAML2/Redirect/SSO;jsessionid=E4DCA43DF85E3B74B3E496CAB99D8FC6?execution=e1s1)
* [Legal Name](https://studentaffairs.unt.edu/student-legal-services)

Pronouns (she/her, they/them, he/him, etc.) are a public way for people to address you or reference you in conversation. You can [add your pronouns to your Canvas account](https://community.canvaslms.com/docs/DOC-18406-42121184808) so that they follow your name when posting to discussion boards, submitting assignments, etc.

**College Emergency Evacuation Procedures:**

Severe Weather: In the event of severe weather, all building occupants should immediately seek shelter in the designated shelter-in-place area in the building. If unable to safely move to the designated shelter-in-place area, seek shelter in a windowless interior room or hallway on the lowest floor of the building. All building occupants should take shelter in rooms 055, 077, 090, and the restrooms on the basement level. In rooms 170, 155, and the restrooms on the first floor.

Bomb Threat/Fire: In the event of a bomb threat or fire in the building, all building occupants should immediately evacuate the building using the nearest exit. Once outside, proceed to the designated assembly area. If unable to safely move to the designated assembly area, contact one or more members of your department or unit to let them know you are safe and inform them of your whereabouts.

Persons with mobility impairments who are unable to safely exit the building should move to a designated area of refuge and await assistance from emergency responders. All building occupants should immediately evacuate the building and proceed to the south side of Crumley Hall in the grassy area, west of parking lot 24.

**Course Evaluations:**

This semester, UNT will administer course evaluations online (the “SPOT” – Student Evaluation of Teaching). The evaluations are used to evaluate faculty performance and provide guidance on what can be improved (also tell us what you like!). These are very important to me as you are the reason I’m here. I truly value your feedback and very much appreciate you taking the time to complete the evaluations which will be administered towards the end of the semester. You will be notified on Canvas and via your UNT email once the evaluations open.

**Disability Accommodation:**

UNT makes reasonable academic accommodation for students with disabilities. Students seeking accommodation must first register with the Office of Disability Accommodation (ODA) to verify their eligibility. If a disability is verified, the ODA will provide a student with an accommodation letter to be delivered to faculty to begin a private discussion regarding one’s specific course needs. Students may request accommodations at any time, however, ODA notices of accommodation should be provided to me within the first week of the semester. Note that students must obtain a new letter of accommodation for every semester. For additional information see the ODA website at <http://disability.unt.edu.>

**Dropping The Course:**

If you decide it is necessary to drop the course, please adhere to the Academic Calendar on the Registrar’s website: [http://www.unt.edu/catalog/.](http://www.unt.edu/catalog/) With regards to dropping the course, you will need to go to the following link: https://registrar.unt.edu/ registration/dropping-class and click on Request to Drop Class form. If you have questions or need assistance you may go [by the Department of Management in the Business](https://registrar.unt.edu/registration/dropping-class) Leadership Building – room 207.

**Emergency Alerts:**

The University of North Texas has an emergency Notification System, Eagle [Alert (https://www.unt.edu/eaglealert/)](https://www.unt.edu/eaglealert/), which has the capability of calling or text messaging emergency notices. As a [student, you may also register](https://www.unt.edu/eaglealert/) with Eagle Connect Alert to receive notification of any warnings or campus closings that are announced. Instructions for enrollment can be found at my.unt.edu. The university’s radio station, KNTU 88.1 FM and website [http://www.unt.edu,](http://www.unt.edu/) will provide updated information during an emergency situation.

**Prohibition Of Discrimination, Harassment, And Retaliation**

The University of North Texas (UNT) prohibits discrimination and harassment because of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, veteran status, or any other characteristic protected under applicable federal or state law in its application and admission processes; educational programs and activities; employment policies, procedures, and processes; and university facilities. The University takes active measures to prevent such conduct and investigates and takes remedial action when appropriate.

UNT is committed to providing a safe learning environment free of all forms of sexual misconduct, including sexual harassment sexual assault, domestic violence, dating violence, and stalking. UNT’s Survivor Advocates can assist a student who has been impacted by violence by filing protective orders, completing crime victim’s compensation applications, contacting professors for absences related to an assault, working with housing to facilitate a room change where appropriate, and connecting students to other resources available both on and off campus. The Survivor Advocates can be reached at SurvivorAdvocate@unt.edu or by calling the Dean of Students Office at 940-565- 2648. Additionally, alleged sexual misconduct can be non-confidentially reported to the Title IX Coordinator at oeo@unt.edu or at (940) 565 2759.

**Retention Of Student Records**

Student records pertaining to this course are maintained in a secure location by the instructor of record of the course and are kept for at least one calendar year after course completion. Students are encouraged to review the Public Information Policy and the Family Educational Rights and Privacy Act (FERPA) laws and the University’s policy. See UNT Policy 10.10, Records Management and Retention for additional information.

**Student Behavior:**

Act professionally and respectful at all times. Student behavior that interferes with an instructor’s ability to conduct a class, or other students’ opportunity to learn, is unacceptable, disruptive, and will not be tolerated in any instructional forum at UNT. Students engaging in unacceptable behavior may be referred to the Dean of Students to review whether the student’s conduct violated the Code of Student Conduct. The Code of Student Conduct can be found at [https://conduct.unt.edu.](https://conduct.unt.edu/) Any person who believes that a violation of University policy has been committed by a student can go to [https://report.unt.edu](https://report.unt.edu/) and report the allegation.

**Student Services & Academic Support**

#### Mental Health

#### UNT provides mental health resources to students to help ensure there are numerous outlets to turn to that wholeheartedly care for and are there for students in need, regardless of the nature of an issue or its severity. Listed below are several resources on campus that can support your academic success and mental well-being:

* [Student Health and Wellness Center](https://studentaffairs.unt.edu/student-health-and-wellness-center) (https://studentaffairs.unt.edu/student-health-and-wellness-center)
* [Counseling and Testing Services](https://studentaffairs.unt.edu/counseling-and-testing-services) (https://studentaffairs.unt.edu/counseling-and-testing-services)
* [UNT Care Team](https://studentaffairs.unt.edu/care) (https://studentaffairs.unt.edu/care)
* [UNT Psychiatric Services](https://studentaffairs.unt.edu/student-health-and-wellness-center/services/psychiatry) (<https://studentaffairs.unt.edu/student-health-and-wellness-center/services/psychiatry>)
* [Individual Counseling](https://studentaffairs.unt.edu/counseling-and-testing-services/services/individual-counseling) (<https://studentaffairs.unt.edu/counseling-and-testing-services/services/individual-counseling>)

#### Additional Student Support Services

* [Registrar](file:///C%3A%5CUsers%5Cjdl0126%5CAppData%5CLocal%5CTemp%5COneNote%5C16.0%5CNT%5C0%5CRegistrar) (https://registrar.unt.edu/registration)
* [Financial Aid](https://financialaid.unt.edu/) (https://financialaid.unt.edu/)
* [Student Legal Services](https://studentaffairs.unt.edu/student-legal-services) (https://studentaffairs.unt.edu/student-legal-services)
* [Career Center](https://studentaffairs.unt.edu/career-center) (https://studentaffairs.unt.edu/career-center)
* [Multicultural Center](https://edo.unt.edu/multicultural-center) (https://edo.unt.edu/multicultural-center)
* [Counseling and Testing Services](https://studentaffairs.unt.edu/counseling-and-testing-services) (https://studentaffairs.unt.edu/counseling-and-testing-services)
* [Pride Alliance](https://edo.unt.edu/pridealliance) (https://edo.unt.edu/pridealliance)
* [UNT Food Pantry](https://deanofstudents.unt.edu/resources/food-pantry) (https://deanofstudents.unt.edu/resources/food-pantry)

#### Academic Support Services

* [Academic Resource Center](https://clear.unt.edu/canvas/student-resources) (https://clear.unt.edu/canvas/student-resources)
* [Academic Success Center](https://success.unt.edu/asc) (https://success.unt.edu/asc)
* [UNT Libraries](https://library.unt.edu/) (https://library.unt.edu/)
* [Writing Lab](http://writingcenter.unt.edu/) (<http://writingcenter.unt.edu/>)

Syllabus Change Policy **This syllabus is subject to change. Whenever a modification is made, I will post an announcement to Canvas informing you.**

## Course Schedule MGMT 3720.002: Organizational Behavior Hybrid,

## 11:00am-12:20pm on Thursday in BLB 225

|  |  |  |  |
| --- | --- | --- | --- |
| **Week** | **Date** | **Topic** | **Reading/Assignment** |
| **Week 1** | August 21Thursday | * Course Introduction and Syllabus Review
* **Student Introductions In-Class Assignment**
 | * Review the Syllabus and Access Textbook
* Review the Getting Started and Introduction Modules in Canvas
 |
| **Week 2** | August 28Thursday | * CH 1: Management and Organizational Behavior
* **In-Class CH1 (Quiz)**
 | * Read Text: CH 1 (see canvas)
 |
| **Week 3** | September 4Thursday | * CH 2: Individual Characteristics & Culture
* **Register for SONA/Research Surveys and Start Completing Surveys**
* **In-Class CH2 (Quiz)**
 | * Read Text: CH 2 (see canvas)
* **Register for SONA Research Surveys and start Completing Surveys per instructions**
 |
| **Week 4** | September 11Thursday | * CH 3: Perception and Job Attitudes
* CH 6: Perception and Managerial Decision Making
* Review material for EXAM 1 (week 2,3,4)
* **In-Class CH3 & CH6 (Quiz)**
 | * Read Text: CH 3 (see canvas)
* Read Text: CH 6 (see canvas)
* **Form group work and submit the member list**
 |
| **Week 5** | September 18Thursday | * **EXAM 1**
 | * Materials: week #2, #3, #4
 |
| **Week 6** | September 25Thursday | * Overview of Organizational Theory
* **In-Class (Quiz)**
 | * Read Text: see Canvas
 |
| **Week 7** | October 2Thursday | * CH 7: Work Motivation for Performance
* **In-Class CH7 (Quiz)**
 | * Read Text: CH 7 (see canvas)
* **Continue working on SONA Research Surveys**
 |
| **Week 8** | October 9Thursday | * CH 9: Groups, Teams, and Social Processes
* CH 10: Understanding and Managing Work Teams
* Review material for EXAM 2 (week 6, 7, 8)
* **In-Class CH 9 & CH 10 (Quiz)**
 | * Read Text: CH 9 (see canvas)
* Read Text: CH 10 (see canvas)
 |
| **Week 9** | October 16Thursday | * **EXAM 2**
 | * Materials: week #6, #8, #9
 |
| **Week 10** | October 23Thursday | * CH 12: Leading Others in Organizations
* **In-Class CH 12 (Quiz)**
 | * Read Text: CH 12 (see canvas)
 |
| **Week 11** | October 30Thursday | * CH 13: Power and Influence in Organizations
* CH 14: Conflict and Negotiations
* **In-Class CH 13 & CH14 (Quiz)**
 | * Read Text: CH 13 (see canvas)
* **Continue working on SONA Research Surveys**
 |
| **Week 12** | November 6Thursday | * Emotions in Organizational Life
* Review material for EXAM 3 (week 10,11,12)
* **In-Class (Quiz)**
 | * Read Text: seeCanvas
* **Submit your slides presentation (DUE by 11:59 PM, Sunday, November 9th)**
* **SONA Research Surveys – Upload Screenshot to Canvas documenting credits earned (DUE by 11:59 PM, Sunday, November 9th)**
 |
| **Week 13** | November 13Thursday | * Case Study Presentation (1)
 |  |
| **Week 14** | November 20Thursday | * Case Study Presentation (2)
 | * **Submit your peer evaluation (DUE by 11:59 PM, Sunday, November 23rd)**
 |
| **Week 15** | November 27Thursday | **Thanksgiving Break – No Classes****November 24th – November 28th** | * ♣ Happy Thanksgiving!
 |
| **Week 16** | December 4Thursday | * **EXAM 3**
 | * Materials from week #10, #11, #12
 |
| **Week 17** | December 11 | * No class
 |  |