

**University of North Texas**  
**G. Brint Ryan College of Business**  
MGMT 3720 – Organizational Behavior  
Syllabus Section 006 – Spring 2022  
January 17 – May 10  
ONLINE DELIVERY ONLY

**Professor:** Dr. Mark A. Davis – Department of Management

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**Office Hours:** Mondays 1:30 – 3:00pm; Wednesdays 10:30 – 12noon; Or By appointment

**Communication Expectations:** While I want to make myself as available as possible to each of you, I do have to place some limitations on when I can be contacted. I would prefer that most general questions go through the Q & A forum in the Discussion Board area. If you have a general question about the course or assignments, please post it there. Either I will answer it, or, one of your classmates will. This way we can all benefit from questions asked, and they can be answered in a venue that the whole class can see. You may also want to find someone in class to be a "buddy" with. This will give you at least one other person who you can email with questions. If you have a private question, please contact me via email and I will respond within 24 hours on weekdays. Please do not expect a response over the weekend.

**\*\* Please include MGMT 3720 in the Subject Line\*\***

## **Course Overview**

Organizational Behavior (3 credit hours). Individual behavior in formal organizations. Cases, lectures, and experiential exercises in organizational culture, motivation, leadership, dynamics of power, 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.) evaluate the importance of diversity in organizations.
- 4.) identify the role of personality and perception in organizational behavior.
- 5.) analyze individual and group processes relative decision-making and problem solving.
- 6.) identify the role and function of groups and teams in organizations.
- 7.) utilize conflict management tools in organizational environments.
- 8.) understand psychological elements underlying motivation.
- 9.) evaluate the role of influence tactics and politics in organizations.
- 10.) identify different styles of leadership in organizations based on management practices.
- 11.) understand the practical uses of different leadership theories in organizational operations.
- 12.) assess the connections between organizational culture and organizational performance.

**REQUIRED TEXT:** Robbins, S.P., & Judge, T.A., *Organizational Behavior*, 18<sup>th</sup> Ed.  
Pearson Publishing, ISBN: 9780135840801

## **Canvas & Technology**

- You can access the course at <https://unt.instructure.com>
- Login using your EUID and Password
- Click “MGMT 3720” from the list of courses

*This class is online only and requires a computer that can operate Respondus LockDown Browser with a Webcam.* Please note that Canvas relies exclusively on electronic technologies for online participation, and technology is not a 100% reliable. Students assume ALL responsibility for the operating condition of personal computers and the functionality of individual Internet connections. Students are expected to be able to navigate the Canvas course site to access information and submit assignments.

### **TECHNICAL ISSUES WITH CANVAS:**

Please immediately report ALL Canvas problems to the UNT helpdesk at 940.565.2324. Be sure to ask for a ticket number and then email the ticket number to me along with the report from the helpdesk. Without a ticket number, I can't follow up on the technical issue. Technical difficulties will be resolved as they appear. The University computer techs can determine exactly what has taken place and will advise me of the outcome (your ISP, our ISP, Canvas, etc.). I will determine how to resolve the technical issue based on their advice, University policy, applicable law, and my experience.

### **CLASS STRUCTURE**

This course is taught exclusively online, through Canvas, and it is the student's responsibility to be able to access, and appropriately use, online materials and complete course requirements as outlined in this syllabus. Though it is not entirely self-paced, and there are hard deadlines, the class is formatted to allow for asynchronous participation. Course does not meet F-1 visa requirements for international students.

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. Additional material, which may include video segments or articles, maybe assigned from time to time. Often, this material will reflect content that is newly identified as relevant to the course and is therefore not specified on the syllabus.

## **Assignments and Grading**

### **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. There will be eleven Concept Quizzes and the lowest one will be dropped.

### **Weekly Insights**

Students will make meaningful and reflective weekly posts to the course site in Canvas regarding their experience that week. These posts will be responses to prompts that focus on insights gained from reading the material, class dialogue, or exposure to concepts. There are twelve opportunities at twenty points each to earn the 250 points – this means you can miss two and they'll be dropped.

### **Exams**

There will be **three** exams scheduled during the semester according to the course calendar at the end of the syllabus. All material covered in class or posted online, assigned textbook readings, and videos are covered on the exams. Exams are not open book or open note; no outside assistance is allowed. Students are expected to study beforehand and use this knowledge to take the exams. Exams will include multiple choice, true/false, and maybe some short answer. A fourth and comprehensive Final Exam is offered to replace a student's lowest exam score – *this exam is optional*. **Exams will use Respondus LockDown Browser with a Webcam required.**

### **Research Participation (5%).**

As part of your learning experience in this course, you will be required to participate in research studies to gain experience with the research process and learn about methods and scaling techniques. Your participation in these research studies will make up 5% of your final class grade.

To fulfil the requirement, you must create an account on the College of Business REP webpage—[unt-cob.sona-systems.com](http://unt-cob.sona-systems.com)—which allows you to browse and sign up for available studies. The amount of credit assigned is based on the length of time the study takes to complete and whether you participate online or in the COB behavioral Lab (BLB 279; although the lab is currently closed due to covid):

- Short online studies (5-15 minutes) earn 1 credit
- Medium online studies (15-30 minutes) earn 2 credits
- Long online studies (30-45 minutes) earn 3 credits
- On-campus, lab studies (30-45 minutes) earn 5 credits

To fulfill the 5% course requirement, you must earn a total of 5 REP credits throughout the semester (i.e., 1 credit = 1 percent of your final grade). All credits earned will be added to your final course grade at the end of the semester. Additional extra credit points may be available at my discretion.

To sign up, please visit [unt-cob.sona-systems.com](http://unt-cob.sona-systems.com). If you have questions, DO NOT contact me. Contact the behavioral lab manager by email at [RCoBRep@unt.edu](mailto:RCoBRep@unt.edu). Your questions will be addressed promptly.

#### **Please Note:**

- 1) Access the studies early and often to make sure you have first access to available studies. Once you sign up, the lab manager will update you periodically about newly posted studies.
- 2) Make sure you assign your credits to the correct course. This course is MGMT3720.006 Organizational Behavior
- 3) If you do not want to participate in the posted studies, you can complete a 2-page research article critique for 2 points of REP credit each. To do so, please email [RCoBRep@unt.edu](mailto:RCoBRep@unt.edu) and they will assign you an article to critique.

#### **Deadlines for Participation**

Last day of classes for Spring 2022 semester: May 6, 5:00 PM.

**Grading:**

Assignment	Points
Concept Quizzes (10 @ 20 points)	200
Weekly Insights (10 @ 21 points)	210
Exams (3 @ 100 points)	300
Research Participation	40*
<b>Total Points</b>	<b>750</b>

\*Each REP credit earned converts to 8 points. Therefore, earning all 5 REP credits earns 40 points, which is 5% of the total points in the course.

Grades are based on the points earned during the course according to this scale: A. = 675 – 750 points

- B. = 600 – 674 points
- C. = 525 – 599 points
- D. = 450 – 524 points
- F. = Below 450 points

**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.

**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/>. Please note that Friday, April 8, 2022 is the last day for a student to drop a course. 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 Leadership Building – room 207.

## **DUE DATES ON ASSIGNMENTS:**

Due dates are published well in advance and you are encouraged to submit early to avoid technical difficulties, which are your responsibility to resolve and not a justification for late work. If you have a legitimate reason under University policy you should (a) contact your professor in advance to provide notification/verification or (b) work with the Dean of Students Office after the fact to provide your faculty with verification. Late submissions, which are not excused by University policy, will be subject to 50% reduction for the first 48 hours. Submissions that occur after 48 hours will not be accepted.

If you are experiencing any symptoms of [COVID-19](#) please seek medical attention from the Student Health and Wellness Center (940-565-2333 or ask [SHWC@unt.edu](mailto:SHWC@unt.edu)) or your health care provider. Contact the UNT COVID Hotline at 844-366-5892 or [COVID@unt.edu](mailto:COVID@unt.edu) for guidance on actions to take due to symptoms, pending or positive test results, or potential exposure. Then let me know if it is impacting your assignment completion.

## **EMERGENCY ALERTS:**

The University of North Texas has an emergency Notification System, Eagle Alert (<https://www.unt.edu/eaglealert/>), which has the capability of calling or text messaging emergency notices. As a student, you may also register 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](http://my.unt.edu). The university's radio station, KNTU 88.1 FM and website <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](mailto: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](mailto: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 respectfully 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>. Any person who believes that a violation of University policy has been committed by a student can go to <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 \(<https://registrar.unt.edu/registration>\)](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/)

<b>Week/Date</b>	<b>Reading &amp; Weekly Insights Due</b>	<b>Module Content</b>
<b>Week 1 01/17/2022</b>	<b>Chapter 1</b> <b>Weekly Insight due by 01/23</b>	Introduction to Organizational Behavior: the basics of human engagement, identity, and the role of meaning in human behavior.
<b>Week 2 01/24/2022</b>	<b>Handouts on COP (Wenger) and CRP (Stacey) in Canvas</b> <b>Weekly Insight due by 01/30</b>	Organizational Theory – how organizations come to be and why they become what they do
<b>Week 3 01/31/2022</b>	<b>Chapters 3 and 4</b> <b>Weekly Insight due by 02/06</b>	Inter/Intrapersonal psychology: the interplay of emotions, values, and various levels of commitment, all emergent from individuals in social environments.
<b>Week 4 02/07/2022</b>	<b>Chapters 5 and 6</b> <b>Weekly Insight due by 02/13</b>	Individuals at Work: past complex social histories manifesting in social environments with unique outcomes.
<b>Week 5 02/14/2022</b>	<b>EXAM 1 available Thur.-Sat.</b>	Exam #1 will cover all material introduced to this point from the text, lectures, and materials posted online.
<b>Week 6 02/21/2022</b>	<b>Chapter 2</b> <b>Weekly Insight due by 02/27</b>	Diversity in organizations: complexity, conflict, and considerations for operations.
<b>Week 7 02/28/2022</b>	<b>Chapters 7 and 8</b> <b>Weekly Insight due by 03/06</b>	Motivating others: considering how, when, and why to foster in others a desire to act or not act in a given situation.
<b>Week 8 03/07/2022</b>	<b>Chapters 9 and 10</b> <b>Weekly Insight due by 03/13</b>	Groups, Teams, and Collaboration: foundations of social processes in business environments.
<b>Week 9 03/14/2022</b>	<b>Spring Break</b>	<b>Spring Break</b>
<b>Week 10 03/21/2022</b>	<b>EXAM 2 available Thur.-Sat.</b>	Exam #2 will cover all material introduced to this point from the text, lectures, and materials posted online.
<b>Week 11 03/28/2022</b>	<b>Chapter 16 and 15</b> <b>Weekly Insight due by 04/03</b>	Organizational culture: emergence, patterns, and structuring relationships.
<b>Week 12 04/04/2022</b>	<b>Chapter 12 &amp; Module Page on SL</b> <b>Weekly Insight due by 04/10</b>	Leadership: styles, effects, and modalities for influencing others in organizational environments.
<b>Week 13 04/11/2022</b>	<b>Chapter 13</b> <b>Weekly Insight due by 04/17</b>	Power: organizational paradigms of power, empowerment and oppression in organizational life.
<b>Week 14 04/18/2022</b>	<b>Chapter 18</b> <b>Weekly Insight due by 04/24</b>	Organizational Change – managing the movement and navigating the stressors
<b>Week 15 04/25/2022</b>	<b>EXAM 3 available Thur.-Sat.</b>	Exam #3 will cover all material introduced to this point from the text, lectures, and materials posted online.
<b>Week 16 05/02/2022</b>	<b>Weekly Insight due by 05/08</b>	No New Material Assigned or Covered
<b>Monday 05/09/2022</b>	<b>Optional Final Exam</b>	