Organizational Behavior/MGMT 3720/Section 413

Instructor Information

Name: (Mrs.) Megan McAdams

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For questions, please email me directly at Megan.McAdams@unt.edu and include MGMT 3720.413 in the Subject Line.

NOTE: Email is checked on a regular basis Mon-Fri. However, there may be times where it could take me up to 24 hours to respond. If you do not receive an email reply from me after 36 hours, re-send your email because something has happened to your email. I will inform you if I am unable to respond due to travel, illness, etc.

Office Hours: Monday 12pm held in our Canvas Big Blue Button. Other times available by appointment. *During Finals Week-limited office hours* I encourage you to connect with me for support when needed.

Course Description, Structure, and Objectives

Course Description

This is a junior-level survey course designed to introduce business majors to the management of organizations and organizational behavior (OB). The course exposes students to the key concepts of the discipline with an emphasis on OB as a practical field. Topics include organizational diversity, work attitudes, job satisfaction, personalities and values, decision-making, motivation, group behavior, leadership, power and politics, conflict and negotiation, organizational culture, and organizational change. The practices described represent the very best introductory explanation for the behavior of managers in for profit firms/organizations.

Course Structure

This course takes place 100% online and is divided into eight (8) modules. Each module has a quiz. Every other module has an exam. Modules 2-7 have discussion assignments. Please see the Course Summary on Canvas for details.

Drop Dates: Last day to drop a course is November 20, 2026

Course Objectives

Upon successful completion of this course, learners will be able to:
CO-1. Recognize the advantages in applying organizational behavior concepts and managing diversity effectively.
CO-2. Explain the means and importance of managing job satisfaction and other work attitudes and emotions.
CO-3. Identify themes that influence a person's perception and decision-making process.
CO-4. Describe different applications of motivation for managing employee behavior.
CO-5. Explain the role of synergy and creativity in group problem-solving along with problems that teams face.
CO-6. Define the characteristics of effective leaders, and contrast leadership and power.
CO-7. Discuss ways managers can effectively deal with conflict and negotiate with people inside and outside the organization.

CO-8. Examine the various means in which organizations can be structured for maximum effectiveness.
CO-9. Compare the effects of organizational culture and change on employees and the organization

F-1 Visa regulations

Federal regulations state that students may apply only 3 fully-online semester credit hours (SCH) to the hours required for full-time status for F-1 Visa (DOC) holders. Full-time status for F-1 Visa students is 12 hours for undergraduates and 9 hours for graduate students.

How to Succeed in this Course

Communication is KEY to your success in this online course

- **You are expected to check the Announcements Section of Canvas at least every 24/36 hours for updates** from me. Because this is an online course, it is important that we establish a good method of communication.
- The Announcement's section of this course is the main mode of communication from the instructor to the student. **Failure to check these announcements will result in missed information**, which will likely impact your overall grade in this course. Note: be sure to set up your Canvas account (top left under your picture area) to receive notifications for announcements via text, email, etc… You can decide which option.

ADA Accommodation Statement

The University of North Texas makes reasonable accommodations for students with disabilities. To request accommodations, you must first register with the Office of Disability Access (ODA) by completing an application for services and providing documentation to verify your eligibility each semester. Once your eligibility is confirmed, you may request your letter of accommodation. ODA will then email your faculty a letter of reasonable accommodation, initiating a private discussion about your specific needs in the course.
You can request accommodations at any time, but it's important to provide ODA notice to your faculty as early as possible in the semester to avoid delays in implementation. Keep in mind that you must obtain a new letter of accommodation for each semester and meet with each faculty member before accommodations can be implemented in each class. You are strongly encouraged to meet with faculty regarding your accommodations during office hours or by appointment. Faculty have the authority to ask you to discuss your letter during their designated office hours to protect your privacy. For more information and to access resources that can support your needs, refer to the Office of Disability Access website (https://studentaffairs.unt.edu/office-disability-access).

Communication Practices

Connect with me through email and/or by attending office hours. During busy times, my inbox becomes rather full, so if you contact me and do not receive a response within two business days, please send a follow-up email. A gentle nudge is always appreciated. Office hours also offer you an opportunity to ask for clarification or find support with understanding class material. Come visit me! Your success is our goal.

Academic Success Resources

UNT strives to offer a high-quality education in a supportive environment where you can learn, grow, and thrive. As a faculty member, I am committed to supporting you, and I want to remind you that UNT offers a range of mental health and wellness services to help maintain balance and well-being. Utilizing these resources is a proactive way to support your academic and personal success. To explore campus resources designed to support you, check out mental health services (https://clear.unt.edu/student-support-services-policies), visit unt.edu/success, and explore unt.edu/wellness. To get all your enrollment and student financial-related questions answered, go to scrappysays.unt.edu.

Supporting Your Success and Creating an Inclusive Learning Environment

I value the many perspectives students bring to our campus. Please work with me to create a classroom culture of open communication, mutual respect, and belonging. Every student in this class should have the right to learn and engage within an environment of respect and courtesy from others. All discussions should be respectful and civil. Although disagreements and debates are encouraged, personal attacks are unacceptable. Together, we can ensure a safe and welcoming learning environment for all. We are all learning together. I also encourage you to review UNT's student code of conduct so that we can all start with the same baseline civility understanding (Code of Student Conduct) (https://policy.unt.edu/policy/07-012).

Required Material

You are not required to buy any course material for this class, as it is built around the free Organizational Behavior eBook by J. S. Black & D. S. Bright, OpenStax, Digital ISBN: 1947172727

This course has digital components. To fully participate in this class, students will need internet access to reference content on the Canvas Learning Management System. If circumstances change, you will be informed of other technical needs to access course content. Information on how to be successful in a digital learning environment can be found at Learn Anywhere (https://online.unt.edu/learn).

Course Requirements/Schedule

Course Requirements

Item Category	Points per Item	No. of Items	Total Points	Course Weight (Each Item)	Course Weight (Item Category)
Discussion Assignments	15	6	90	1.5%	9.0%
Quizzes	7.5	8	60	0.75%	6.0%

Exam 1	200	1	200	20%	20.0%
Exam 2	200	1	200	20%	20.0%
Exam 3	200	1	200	20%	20.0%
Final Exam	250	1	250	25%	25.0%
		TOTAL	**1000**		**100%**

Schedule (Due Dates). All work assigned in the following Modules must be submitted by 11:59PM CST USA (i.e., Canvas must finish processing your upload and attach a timestamp of 11:59 or earlier) on the following dates.

- Module 1: Sunday, October 25
- Module 2: Sunday, October 25
- Module 3: Sunday, November 8
- Module 4: Sunday, November 8
- Module 5: Sunday, November 29
- Module 6: Sunday, November 29
- Module 7: Thursday, December 10
- Module 8: Thursday, December 10

Students will be notified by Eagle Alert if there is a campus closing that will impact a class and describe that the calendar is subject to change, citing the Campus Closures Policy (https://policy.unt.edu/policy/15-006).

Assessing Your Work

Please see our university's Academic Integrity Policy (PDF) (https://policy.unt.edu/policy/06-003). Course grades will be determined by the number of Total Points accumulated during the class.

Grades are based on mastery of the content. As a rule, I do not grade on a "curve" because that is a comparison of your outcomes to others. I do, however, encourage you to find opportunities to learn with and through others. Explore Navigate360's Study Buddy (https://navigate.unt.edu) tool to join study groups. Maximize your learning with our coaching staff at the Learning Center. Focus on areas where you are struggling in this course by attending scheduled study group sessions with me the week before each exam. Forward together!

Every student in my class can improve by doing their own work and trying their hardest with access to appropriate resources. Students who use other people's work without citations will be violating UNT's Academic Integrity Policy. Please read and follow this important set of guidelines for your academic success (https://policy.unt.edu/policy/06-003). If you have questions about this, or any UNT policy, please email me or come discuss this with me during my office hours.

Honor Code: "I commit myself to honor, integrity, and responsibility as a student representing the University of North Texas community. I understand and pledge to uphold academic integrity as set forth by UNT Student Academic Integrity Policy, 06.003 (https://policy.unt.edu/policy/06-003). I affirm that the work I submit will always be my own, and the support I provide and receive will always be honorable."

Course Letter Grades

Letter Grade	From (Points)	To (Points)
A	900	1000
B	800	899.99
C	700	799.99
D	600	699.99
F	0	599.99

Late Work

This course has strict deadlines and you are required to meet these deadlines. If you have an emergency or something unexpected comes up you should email me BEFORE missing assignments, discussions, quizzes, etc... ***No late work is taken in this course without a school excused absence or permission from me.***

- Nothing sent by email is taken for credit. Everything must be submitted in Canvas for grading.

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. **No late work is taken in this course.** 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** (deanofstudents@unt.edu) after the fact to provide your faculty with verification.

GenAI Usage Policy

In this course, I want you to engage deeply with the materials and develop your own critical thinking and writing skills. For this reason, the use of Generative AI (GenAI) tools like [insert tool(s) here, e.g., Claude, ChatGPT, and Gemini] is not permitted. While these tools can be helpful in some contexts, they do not align with our goal of fostering the development of your independent thinking. Using GenAI to complete any part of an assignment, exam, or coursework will be considered a violation of academic integrity, as it prevents the development of your own skills, and will be addressed according to the Student Academic Integrity policy.

Attendance and Participation

An attendance policy is required for every UNT syllabi. Visit the University of North Texas' Attendance Policy (http://policy.unt.edu/policy/15-2-) to learn more.

Logging in two or more times a week is required in this course. If you cannot log in, please plan accordingly to still submit your assignments by the due date. If you are unable to log in due to an emergency, please let me know immediately. Your safety and well-being are important to me. Keep in mind there is a no late work policy in this course, so it is important to gather documentation if you have an extenuating circumstance keeping you from logging into Canvas.

While attendance is expected as outlined above, it is important for all of us to be mindful of the health and safety of everyone in our community. It is important that you communicate with me prior to being absent so I may make a decision about accommodating your request to be excused from class.