



# ORGANIZATIONAL BEHAVIOR

## Business Studies Department Mission Statement

*Aligning with the Lakewood University mission, our innovative business programs will prepare learners to work as valuable managers and leaders in their respective workplaces, facilitating change for the benefit of the organization, its stakeholders, and society.*

## Disclaimer Statement

The final examination in this course will be remotely proctored. Please be sure you have your computer's camera on so you can display your photo identification so the proctoring system can verify your identity. If you run into any issues please reach out to your Success Coach.

You can also prepare for your examination by reading this helpful guide: <https://www.talview.com/en/test-taker-guide>

## ORGB200 — Organizational Behavior, 3.0 hours

## CONTACT INFORMATION

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E-mail: [cstevens@lakewood.edu](mailto:cstevens@lakewood.edu)

Phone: 800-517-0857 X 778

## ONLINE SUPPORT (IT) AND MOODLE NAVIGATION:

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All members of the Lakewood University community who use the University's computing, information or communication resources must act responsibly. Support is accessible by calling 1-800-517-0857 option 2 or by emailing [info@lakewood.edu](mailto:info@lakewood.edu)

## BOOKS AND RESOURCES

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Nelson, Debra L., and James C. Quick. ORGB. 5th ed. Mason, OH: South Western Cengage Learning, 2017.

## EVALUATION METHOD

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Graded work will receive a numeric score reflecting the quality of performance.  
Course Requirement Summary

- Assignments - Total of 50 Points
- Weekly discussion forums-Total of 70 Points
- Midterm - 20 Points
- Final Exam - 50 Points

# GRADING SCALE

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Graded work will receive a numeric score reflecting the quality of performance as given above in evaluation methods. The maximum number of points a student may earn is 190. To determine the final grade, the student's earned points are divided by 190.

Your overall course grade will be determined according to the following scale:

A = (90% - 100%)  
B = (80% - 89%)  
C = (70% - 79%)  
D = (60% - 69%)  
F &lt; (Below 60%)

# ACADEMIC INTEGRITY/ PLAGIARISM:

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Cheating (dishonestly taking the knowledge of another person whether on a test or an assignment and presenting it as your work) and plagiarism (to take and pass off as one's own the ideas or writing of another) are a serious issue. While it is legitimate to talk to others about your assignments and incorporate suggestions, do not let others "write" your assignments in the name of peer review or "borrow" sections or whole assignments written by others. We do get ideas from life experiences and what we read but be careful that you interpret these ideas and make them your own.

I am aware that many types of assignments are available on the internet and will check these sources when there is legitimate suspicion.

Penalty is a zero on the assignment. In cases where there is a major or continuous breach of trust, further discipline, such as an "F" in the course, may be necessary.

The major consequence of any form of cheating is damage to your character and the result of trust and respect.

# DISABILITY ACCOMMODATIONS

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Students who have a disability and wish to request an academic accommodation should contact Jim Gepperth, the Disabilities Services Coordinator and Academic Dean. The student can request an accommodation at any time although it is encouraged to do so early in the enrollment process. The student should complete an accommodation request form which begins a conversation between the school and the student regarding the nature of their disability and an accommodation that would help the student succeed in their program. The school may request documentation regarding the disability to address the accommodation request effectively. The school will communicate to the student the type of accommodation arranged. This process typically follows a team approach, bringing together persons from the academic department (including the instructor) and personnel from other departments as necessary. Additional information on disability accommodations may be found in the Lakewood University Catalog.

Disability Services Email: [disabilityservices@lakewood.edu](mailto:disabilityservices@lakewood.edu)

# SUPPLEMENTAL TEXTS

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You can use the following resources to assist you with proper source citation.

American Psychological Association Style Guide- [https://www.mylakewoodu.com/pluginfile.php/118179/mod\\_resource/content/1/APA%20Style%20Guide%207th%20edition.pdf](https://www.mylakewoodu.com/pluginfile.php/118179/mod_resource/content/1/APA%20Style%20Guide%207th%20edition.pdf)

The Purdue OWL website is also a helpful resource for students. Here is a link to the OWL website: [https://owl.purdue.edu/owl/research\\_and\\_citation/apa\\_style/apa\\_formatting\\_and\\_style\\_guide/general\\_format.html](https://owl.purdue.edu/owl/research_and_citation/apa_style/apa_formatting_and_style_guide/general_format.html)

# LIBRARY

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Mary O'Dell is the Librarian on staff at Lakewood University

She is available by appointment. You can make an appointment with her by emailing her at [modell@lakewood.edu](mailto:modell@lakewood.edu) or call at 1-800-517-0857 X 730

You may also schedule a meeting at this link: <https://my.setmore.com/calendar#monthly/r3a761583354923270/01032020>

She can assist you with navigating LIRN, research, citations etc.

# SUPPORT

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Each student at Lakewood University is assigned a Success Coach. Your Success Coach exists to assist you with academic and supportive services as you navigate your program. They will reach out to you, often, to check-in. Please use the resources they offer.

Student Services is available to assist with technical questions regarding Lakewood University and all services available to you.

1-800-517-0857 option 2  
[info@lakewood.edu](mailto:info@lakewood.edu)  
[studentservices@lakewood.edu](mailto:studentservices@lakewood.edu)

# CAREER SERVICES

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Students are offered Career Services at any point as they journey their academics at Lakewood University.

1-800-517-0857 option 2  
[careerservices@lakewood.edu](mailto:careerservices@lakewood.edu)

# LESSONS

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TITLE	COURSE TOPIC	READINGS/ASSIGNMENTS	DUE	OBJECTIVES
Lesson #1	<ul style="list-style-type: none"><li>Organizational Behavior and Opportunity</li><li>Challenges for Managers</li></ul>	Study Course Syllabus Read Chapters 1 & 2 Review PowerPoints Participate in the Discussion Forum Complete Assignment 1	Assignment 1 upon completion of the lesson	Objective 1 Objective 2
Lesson #2	<ul style="list-style-type: none"><li>Personality, Perception, and Attribution</li><li>Attitudes, Emotions, and Ethics</li></ul>	Read Chapters 3 & 4 Review PowerPoints Participate in 2 Discussion Forums		Objective 3 Objective 5
Lesson #3	<ul style="list-style-type: none"><li>Motivation at Work</li><li>Learning and Performance Management</li></ul>	Read Chapters 5, 6, 7 Review PowerPoints Participate in the Discussion Forum Complete Assignment 2	Assignment 2 upon completion of the lesson	Objective 1 Objective 2 Objective 3 Objective 4 Objective 5

- Stress and Well-Being at Work

TITLE	COURSE TOPIC	READINGS/ASSIGNMENTS	DUE	OBJECTIVES
Lesson #4	<ul style="list-style-type: none"> <li>• Communication</li> <li>• Work Teams and Groups</li> <li>• Decision Making by Individuals and Groups</li> </ul>	Read Chapters 8, 9, 10 Review PowerPoints Midterm	Midterm upon completion of the lesson	Objective 1 Objective 2 Objective 3 Objective 4

TITLE	COURSE TOPIC	READINGS/ASSIGNMENTS	DUE	OBJECTIVES
Lesson #5	<ul style="list-style-type: none"> <li>• Power and Political Behavior</li> <li>• Leadership and Followership</li> </ul>	Read Chapters 11 & 12 Review PowerPoints Participate in 2 Discussion Forums		Objective 2 Objective 3 Objective 4

TITLE	COURSE TOPIC	READINGS/ASSIGNMENTS	DUE	OBJECTIVES
Lesson #6	<ul style="list-style-type: none"> <li>• Conflict and Negotiation</li> <li>• Jobs and the Design of Work</li> <li>• Organizational Design and Structure</li> </ul>	Read Chapters 13, 14, 15 Review PowerPoints Participate in the Discussion Forum Complete Assignment 3	Assignment 3 upon completion of the lesson	Objective 1 Objective 2 Objective 3 Objective 4 Objective 5

TITLE	COURSE TOPIC	READINGS/ASSIGNMENTS	DUE	OBJECTIVES
Lesson #7	<ul style="list-style-type: none"> <li>• Organizational Culture</li> <li>• Career Management</li> <li>• Managing Change</li> </ul>	Read Chapters 16, 17, 18 Review PowerPoints Participate in the Discussion Forum Complete Assignment 4	Assignment 4 upon completion of the lesson	Objective 1 Objective 2 Objective 3 Objective 4 Objective 5 Objective 6 Objective 7

TITLE	COURSE TOPIC	READINGS/ASSIGNMENTS	DUE
Lesson #8		Review the PowerPoint Complete the Final Exam Request the Next Course Course Evaluation THANKS FOR A GREAT CLASS	Final exam upon completion of the lesson

## DESCRIPTION

This course brings the insights into human behavior in organizations brought forth by psychology and sociology and centers them on their implications for business organizations. Issues pursued in this course include group dynamics, communications, motivation, leadership, and decision-making as well as organizational design, culture, development and change. The discipline of Organizational Behavior is unique in its combined goals of seeking organizational success while advocating employee empowerment.

### Program Objectives

1. Demonstrate different concepts related to organizational behavior and human perception
2. Identify the application of Organizational Behavior principles to organizational culture and management
3. Illustrate motivation theories and analyze the relationship between motivation and performance

4. Demonstrate the influence of leadership styles on individual performance
5. Identify conflict management methods that enhance group and team performance

## OBJECTIVES

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1. Demonstrate different concepts related to organizational behavior and human perception
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