

Bethesda University of California

Syllabus of MBA-611, "Organizational Behavior"

3 Semester Units / 3 Hours

Prof. Steven S. Kang, 714-417-9397(Message), MBA611_OB@yahoo.com

Fall: 8-27-2015 to 12-10-2015, every Thursday, 9:30am – 12:00pm

1. Relationship Of Course To Bethesda University's Mission:

Bethesda University of California is a Christ-centered community of higher education preparing Korean/English speaking men and women with professional competence, academic excellence, and spiritual integrity to be servant leaders in the Church, community, and global society.

This course serves focuses on organizational management as a component of the business education required to fulfill the broader mission of Bethesda University.

2. Course Description:

Introduce our students to the most progressive thinking about "Organizational Behavior" today as acclaimed authors, Griffin and Moorhead, present a captivating, compelling snapshot of contemporary organizational behavior and the concepts driving their success that will immediately engage and inspire our students. Recognized as one of the most systematic, well-organized texts in the market, "Organizational Behavior" by Griffin and Moorhead helps both future and current managers thoroughly prepare for the challenges they are certain to face in today's business world. This revision showcases some of today's most current examples and research alongside time-tested principles. Students see, firsthand, how many of today's well-known organizations have learned to cope and even thrive amidst a rapidly changing, highly competitive international environment. Organizational behavior studies, proven cases, and illustrations provide the insights necessary to better understand modern organizations, while new and proven learning features give our students important opportunities to apply concepts and refine their personal business skills and insights.

3. Course Objectives:

After completing this course students should be able to understand and define:

- The basic concept of organizational behavior
- Changing environment of organization
- Foundations of individual behavior
- Foundations of interpersonal and group behavior
- Foundations of organization structure and design
- External environment to organizational behavior
- Nature of motivation
- Motivation and employee performance
- Performance management in organization
- Managing stress, and the work-life balance
- Rational approach to decision-making
- Using teams in organization
- Communications in organization
- The nature of leadership
- Contemporary views of leadership in organization
- Power, politics, and organizational justice
- The nature of organization culture

4. Course Prerequisite:

Please contact the administration department for information.

5. Text books:

Required Textbook:

“Organizational Behavior, Managing People and Organizations”, by Griffin & Moorhead,

Publisher: Course Technology, Student Copy ISBN: 978-1-133-62669-5, 11th Edition

Price: Hard Cover Paperback: \$241.49, eText: \$120.49

Reference Books:

“Organization Development & Change”, 10th Edition, By Cummings & Worley

Publisher: Course Technology, Student Copy ISBN: 978-1-133-19045-5

Price: Hard Cover Paperback: \$248.99, eText: \$145.99

“Organization Theory & Design”, by Richard L. Daft, 11th Edition

Publisher: Course Technology, 800-648-7450, Student Copy ISBN: 978-1-111-22129-4

Price: Hard Cover Paperback: \$277.49, eText: \$103.99

Where to buy books:

WWW.CengageBrain.com and type your “Student Copy ISBN” number.

6. Homework and projects:

Will be assigned to each student and/or group level at each class session.

The group for projects will be formed at the first meeting of the class.

7. Course Schedule:

From 8-27-15 to 12-10-15 for 15 weeks, Every Thursday at 9:30am – 12:00pm

Wk	Date	Ch	Chapter Topics	Chapter Learning Objectives	Tests
1	08/27	1	An overview of Organizational Behavior	Define organizational behavior, Identifies the functions of OB, Relate OB to basic management	
2	09/03	2	The Changing Environment of Organization	Discuss the emergence of int’l management and the impact on organization	
3	09/10	3	Foundations of Individual Behavior	Explain the nature of the individual-organization relationship, Define personality and describe its attribute that affect behavior in organization	
4	09/17	4	Motivation in Organizations	Characterize the nature of motivation, Identify the need-based perspectives on motivation	Quiz 1
5	09/24	5	Motivating Employee Performance Through Work	Relate motivation and employee performance, Discuss work design, Relate employment involvement in work and motivation	
6	10/01	6	Motivating Employee Performance Through Rewards	Describe goal setting and relate it to motivation, Performance management in organization, Identify the key element in understanding individual reward in organization	

7	10/08	7	Managing Stress and the Work-Life Balance	Define and describe the nature of stress, Identify basic individual differences related in stress	Mid-Term
8	10/15	8	Decision Making and Problem Solving	Describe the nature of decision making and distinguish it from problem solving, Rational approach to decision making	
9	10/22	9	Foundations of Interpersonal and Group Behavior	Discuss the interpersonal nature of organization, Define a group and illustrate their importance in organization, Discuss major group performance	
10	10/29	10	Using Teams in Organizations	Differentiate teams from group, Identify and describe various types of teams, Describe how organizations implement the use of teams	
11	11/05	11	Communication in Organizations	Discuss the nature of communications in organizations, Describe the communication process, Identify basic kinds of communication network	Quiz 2
12	11/12	12	Traditional Models for Understanding Leadership	Characterize the nature of leadership, Trace the early approaches to leadership, Describe the LPC theory of leadership and Vroom's decision tree	
13	11/19	13	Contemporary Views of Leadership in Organizations	Contemporary situational theories of leadership, Leadership through eyes of followers, Identify and describe alternatives to leadership	
	11/26		Thanksgiving, No class		
14	12/03	14	Power, Politics, and Organizational Justice	Define and discuss influence in organization, Discuss the types and uses of power in organizations	
15	12/10		Final Exam		

8. Grading System:

Quiz 1	10%
Quiz 2	10%
Mid-term	15%
Homework	15%
Attendance	5%
Class Participation	5%
Research Project	20%
Final Exam	20%

Total	100%
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<u>Grades</u>	<u>Points</u>
A	91 – 100
B	81 – 90
C	71 – 80
D	61 – 70
F	Below 60

This syllabus may be changed or updated without a prior written notice.