Lincoln University
SUMMER 2024
ONLINE

COURSE	**BA 175 Organizational Behavior** (Mon and Wed 12:30 – 3:15 PM PST) Level: Developed (D)
INSTRUCTOR	Igor Himelfarb, Ph.D. ihimelfarb@lincolnuca.edu
OFFICE HOURS	Before and after class and by appointment
TEXT	Colquitt, J.A., LePine, J.A., & Wesson, M.J. (2016). Organizational behavior: Improving performance and commitment in the workplace (5th Ed.). ISBN-10: 1259545091

CATALOG DESCRIPTION

The course examines organizational behavior in industry and within organizations as well as its impact on groups and individuals. Topics include: group dynamics, training, leadership, motivation, performance appraisal and job satisfaction. The course content should enhance the understanding of both employee well-being and organizational effectiveness. Research findings will assist in structuring organization policies and practices. (3-units)
Prerequisite: PSYCH 10, BA 10

COURSE OVERVIEW

This course will focus on the connection between psychological theory and application in the fields of Industrial and Organizational Psychology, Business, and Business Administration. Although this course includes a theoretical component, it is designed to be student-centered, and real-world oriented. The instruction is designed with students in mind, giving examples and illustrations relevant to the field of work. The course will include classical topics such as Introduction to the Development of the Industrial Psychology and Research Methods in IO Psychology and Business, as well as modern topics such as customer engagement with a business as well as the employee engagement at workplace.

EDUCATIONAL OBJECTIVES

- Define organizational behavior and identify the variables associated with its study
- Explain the relationship between personality traits and individual behavior
- Describe the factors that influence the formation of individual attitudes and values
- Discuss the importance of individual moods and emotions in the workplace
- Summarize the major theories of learning and the techniques of behavior modification
- Discuss the factors influencing individual decision making in organizations

- Describe the major theories of motivation and relate them to organizational performance
- Describe best practices for utilizing groups and work teams in organizations
- Discuss the influence of culture on organizational behavior
- Describe the factors influencing effective communication in organizations
- Summarize the major theories of and approaches to leadership
- Explain the effects of power and political behavior on organizations
- Describe the nature of conflict and the negotiation process
- Explain how to manage resistance to change
- Explain the factors that influence decisions about organizational structure
- Describe best practices for creating and sustaining organizational cultures

COURSE LEARNING OUTCOMES[1]

		Course LO	Program LO	Institutional LO	Assessment Activities
1-5		Define organizational behavior and identify the variables associated with its study. State and explain the theories of human behavior in organizations on the individual, group, and organizational levels. Demonstrate how individual differences and motivations influence behavior in the workplace. Describe key influences on group and team behaviors in organizations. Recognize effective leadership behaviors utilized in organizations.	PLO 1	ILO 1a, ILO 2a, ILO 3a	Assigned textbook chapters: Discussion questions; Case applications; Personal inventory assessments; Internet search assignment; Comprehensive final exam; Attendance.
6		Demonstrate critical thinking by identification, recognition, or application of key terms, items, concepts, or relevant data.	PLO 2	ILO 1a, ILO 6a	Discussion questions; Case applications; Case application Power Point presentation; Internet search assignment.
7		Analyze the key issues for decision-making related to administering the organizational behavior elements such as attitudes and job satisfaction, emotions and moods, personality and values, motivation concepts,	PLO 4	ILO 1a, ILO 2a, ILO 5a	Discussion questions; Case applications; Case application Power Point presentation; Personal inventory assessments;

---

[1] Detailed description of learning outcomes and information about the assessment procedure are available at the Center for Teaching and Learning website: http://ctl.lincolnuca.edu/

applications of motivation concepts, group behavior, leadership, power and politics, conflict and negotiation, organizational structure, organizational culture.			Internet search assignment.

INSTRUCTIONAL METHODS

The emphasis will be on learning by solving problems. Every student is welcome to participate in classroom activities. Reading and problem solving assignments will be given throughout the course. During lectures, students will learn principles and concepts covered in the text as well as in various sources on relevant topics. There will be class discussions and group presentations by students on various topics covered in class.

Assignments and projects require students to actively use resources of the library. Detailed guide to business *resources of the library* as well as the description of Lincoln University approach to *information literacy* are available at the LU Library website (lincolnuca.libguides.com).

INSTRUCTIONAL TECHNOLOGY

The class is taught 100% online using Zoom. Zoom link will be shared with enrolled students prior to scheduled beginning of the class. Canvas will be used as a web-based learning management system. Via Canvas, students will be able to access and manage online course learning materials and communicate about skill development and learning achievement. Exams will be administered via Canvas.

CLASS ATTENDANCE

Students are expected to attend class on a regular basis. Attendance is crucial to performing well in this course, as some of the material presented may not be found in the textbook. Further, the lecture and classroom demonstrations will emphasize and expand upon important topics found in the textbook. Thus, it is vital that you take thorough notes in class.

ZOOM LINK:

https://lincolnuca-edu.zoom.us/j/81693658923?pwd=nf2yBQcY54SfAKgnbSoJ6xpBxAvObT.1

Meeting ID: 816 9365 8923
Passcode: 033676

ASSIGNMENTS

There will be a bi-weekly homework assignment posted on Canvas on Wednesday of each other week. The homework assignments will typically consist of some theoretical exercises, conducting analyses on provided data and turning in a results report (write-up) describing the findings, but may include other questions. The purpose of the assignments will be to provide a medium through which students really learn the material. Students are welcome to work with other classmates on the homework, but it is expected that each student turns in his/her own, independently written, homework. Any indication that work was directly shared will not be tolerated and will result in a non-passing grade.

There will be a number of readings (mostly journal articles) assigned periodically in addition to the reading in the textbook.

EXAMS

There will be two exams — a midterm and a final. To assess your learning in this course, exam questions will be derived from the lecture and textbook. Topics covered in lecture will be of major emphasis on the exam, and should be the focus of your textbook readings, though there will be some test questions found in the assigned readings but not covered in the lecture. Exams may include conceptual or theoretical questions, and questions with applied scenarios. *All exams are open books and open notes.*

GRADING PLAN

Percentage	Grade
90-100%	A
80-89%	B
70-79%	C
60-69%	D
below 60%	F

Weights	Percentage
Homework	20%
Class participation	10%
Midterm	30%
Final exam	40%

CLASSROOM POLICY AND NETIQUETTE

When communicating via Canvas, online forums or email or in any other digital communication, always:

- Treat instructors, staff, and other students with respect.
- Address instructors' and staff members by their titles, such as Dr. or Professor. When in doubt, use Mr. or Ms. Unless specifically invited, don't refer to instructors by their first name.
- Use clear and concise language.
- Keep all communications professional. Remember that all college-level communication should have correct spelling and grammar. Avoid slang terms such as "wassup?" and texting abbreviations such as "u" instead of "you" — do not write an email to a college instructor or staff member the way you would send a casual text.
- Use standard fonts such as Times New Roman. Use a size 12 or 14 pt. font.
- Avoid writing in all caps. This can be interpreted as yelling.
- Limit or avoid the use of emoticons such as smiles.
- Be cautious when using humor or sarcasm. Tone is sometimes lost in an email or discussion post — your message might be taken seriously or as offensive.
- Be careful with personal information (both yours and others').

Be careful about the messages you send or post — remember that once information has been transmitted digitally, it can be easily passed on to others for whom the message was not intended and difficult to fully delete, even if you think the message is private or removed.

TENTATIVE CLASS SCHEDULE

SESSION	CONTENT	ASSIGNMENT	ONLINE DISCUSSION
Week 1.1	Introduction to OB: Definitions and History	Assignment 1: Overview of History (write-up)	Connection between philosophy and sciences
Week 1.2	Personnel Issues. Job Analysis	Assignment 2: Read Job Analysis (link provided)	Reflection on the job analysis read
Week 2.1	Employee Recruitment, Selection, and Placement	Assignment 3: Design a Job Posting	Discuss the balance between education and experience
Week 2.2	Theories of Motivation	Assignment 4: Watch Stand and Deliver	Provide reflection on Stand and Deliver
Week 3.1	Employee Training, Evaluation and Assessment	Assignment 5: Design Assessment Scale	Discussion of scale construction
Week 3.2	Attitudes and Behaviors at Workplace	Assignment 6: Revise Assessment Scale (based on feedback)	
Week 4.1	Stand and Deliver		
Week 5.1	Midterm		
Week 5.2	Group Dynamics. Organizational Issues	Assignment 7: Hawthorne Studies	Observer's effect
Week 6.1	Social Psychology and OB	Assignment 8: Clifton's SF Test	Experiment as a way of knowing
Week 6.2	Organizational Psychology and OB	Assignment 9: Presentation proposal	Human Factors vs. OB
Week 7.1	Research Methods in OB	Assignment 10: Quiz on Research Methods	Discuss various study designs
Week 7.2	Final Exam		

Note: Instructor reserves the right to modify the content of this syllabus.

GOOD LUCK!

6/3/2024