



## **ORGL 337 Dynamics of Organizations Course Syllabus**

Instructor: Travis A. Ball  
Office Location: Online  
Office Hours: Mon-Fri 5-6pm; or by appointment.  
Office Phone: 903-468-3319  
University Email Address: tball@leomail.tamuc.edu

This syllabus provides course information, which includes materials required for the course, the course description, and student learning outcomes (LOs) to help you navigate the course and complete requirements.

### **Course Information**

Describe organizational theory and application in relation to organizational structures in contemporary business settings.

Do you ever wonder why an organization behaves the way it does? What makes an organization a great place to work? Why do some businesses perform unethically? Is there a difference between small and large companies? Why does there seem to be a communication gap between management and employees? To answer these questions and others, this course first examines organizational theory and application. You also explore the business environment through organizational structures and their behavioral characteristics. These include management issues, ethical issues, challenges and effective communication, leadership, power, and management, the design of the organization, the impact of that design, and the impact of an organization's culture.

Throughout the course, you engage in a variety of readings, multimedia materials, interactive presentations, and individual or group exercises, as well as collaborative conversations to enable you to describe organizational theory and application in relation to organizational structures in contemporary business settings. In addition to these learning activities, you apply the concepts for each lesson in an assignment that

integrates organizational theory and application in relation to organizational structures in contemporary business settings.

### **Pretest**

The Pretest for this Organizational Behavior course assesses your knowledge of theories of organizational behavior, management issues, ethical issues, challenges of communication, leadership, power, and management, impact of structure and design, and impact of culture.

The purpose of the pretest is to provide a baseline understanding of your knowledge in this competency. The pretest is required for the course. Passing grades for all competencies and assignments for this course are a score of 80 points or higher.

<b>Content</b>	<b>Description</b>	<b>Time</b>	<b>Value</b>	<b>Notes</b>
Pretest	Measures your competency of learning outcomes through essays, short answer, and multiple choice questions.	120 minutes	100 points	

### **Posttest**

The Posttest for this Organizational Behavior course assesses your knowledge of theories of organizational behavior, management issues, ethical issues, challenges of communication, leadership, power, and management, impact of structure and design, and impact of culture.

The Posttest is an assessment of your knowledge of the material required for the competency. A score of 80 points or higher is required to demonstrate competency.

If you score less than 80 points on any competency you will have an opportunity to review the material and re-take the competency Posttest. You may take the Posttest assessment up to three times. If you have not passed the competency in three attempts, you will have to repeat the class. In order to demonstrate competency, a score of 80 points or higher is required.

Content	Description	Time	Value	Notes
Posttest	Measures your competency of learning outcomes through essay, short answer, and multiple choice questions.	180 minutes	100 points	

### **Learning Outcome 1: Theories of Organizational Behavior**

**Learning Outcome:** Compare and contrast theories of organizational behavior.

What is organizational behavior and why is it important? This learning outcome breaks down the definition of organizational behavior and introduces you to several theories on management framework, role of managers, skills of managers, and how managers do their jobs. The way managers perform and the extent of the people skills contribute to the definition of organizational behavior. You identify the theories and principles, examine challenges of organizational behavior, and determine when and where the theories and skills are applied.

### **Learning Outcome 2: Leadership Issues**

**Learning Outcome:** Analyze management issues as related to organizational behavior.

A leader is a multi-tasker for understanding issues surrounding organizational behavior. Meaning, they need to be aware of not only their employees but also their peers and higher management needs. You are responsible for ensuring your employees are motivated and productive, thus shaping the employees behavior to get the results you need. Management issues such as diversity, attitudes and job satisfaction, personality, and values in organizational behavior are explored, as well as the underlining theories behind issues such as emotions and motivation. In this learning outcome, you examine these issues management faces, identify applicable theories and principles, and determine when and where the theories and skills are applied.

### **Learning Outcome 3: Ethical Issues**

**Learning Outcome:** Evaluate ethical issues as related to organizational behavior.

Perception drives decision making. Can you identify your own perceptions and how they drive your decision making? Is the result ethical or unethical? In the workplace, how often do managers make decisions that are perceived as questionable? In this learning outcome, you examine perception, how perception can drive your decision making, influences on decision making, and the ethical issues in decision making from an individual and organization perspective.

### **Learning Outcome 4: Challenges of Communication**

**Learning Outcome:** Examine challenges of effective organizational communication.

Communication is the source of conflict and the source of resolution. In the workplace, communication is the means of sharing ideas and exchanging information. No matter how you communicate, it is the essential skill employers look at. You need to communicate through writing, reading, speaking, and listening. If it is not effective, barriers pop up resulting in possible conflict, misunderstanding, and bad decision making. In this learning outcome, you are presented with the basics of communication, methods and tools used in organizational communication, barriers to communication, implications for managers, and scenarios to identify each.

### **Learning Outcome 5: Leadership, Power, & Management**

**Learning Outcome:** Examine the differences and similarities between leadership, power, and management.

We all have opportunities to lead, use power, and use politics. You probably do it without even labeling or thinking about it. The real question is, do we do it effectively to influence organizational behavior? In this learning outcome, you examine the components and theories behind leadership, power, and politics. Then, you analyze real situations where leadership, power, and politics are illustrated positively and negatively. Lastly, you take these scenarios and distinguish the differences and similarities between leadership, power, and management.

### **Learning Outcome 6: Impact of Structure & Design**

**Learning Outcome:** Assess the impact that a company's structure and design can have on its organizational behavior.

No matter what size a company is, having a structure in place sets the framework for what work gets done, who does it, where it gets done, and the tools needed to get it done. The organizational structure though, does depend on the size and type of the company in order to meet the needs of its customers, employees, and vision or strategy in doing so. In this learning outcome, you analyze the foundations and designs of organizational structures and assess the impact it may have on organizational behaviors.

## **Learning Outcome 7: Impact of Culture**

**Learning Outcome:** Assess the impact of culture on organizational behavior.

We spend the bulk of our day in the organizational environment known as culture. That culture has an influence on the attitudes and behaviors of its people. Culture is an integral part of everyone's responsibility; a strong organizational culture provides stability for an organization. So, what makes up an organizational culture? In this learning outcome, you define culture, compare different organizational cultures, examine characteristics of cultures, explore global implications, and examine creating and sustaining a positive culture, and assessing the impact of culture on organizational behavior.

## **Assignments**

Assignments are optional and are designed to help increase your understanding of the material. Since these assignments are optional, you will not be required to submit them for grading and you will not receive instructor feedback.

## **Technology Requirements** **Browser support**

D2L is committed to performing key application testing when new browser versions are released. New and updated functionality is also tested against the latest version of supported browsers. However, due to the frequency of some browser releases, D2L cannot guarantee that each browser version will perform as expected. If you encounter any issues with any of the browser versions listed in the tables below, contact D2L Support, who will determine the best course of action for resolution. Reported issues are prioritized by supported browsers and then maintenance browsers.

Supported browsers are the latest or most recent browser versions that are tested against new versions of D2L products. Customers can report problems and receive support for issues. For an optimal experience, D2L recommends using supported browsers with D2L products.

Maintenance browsers are older browser versions that are not tested extensively against new versions of D2L products. Customers can still report problems and receive support for critical issues; however, D2L does not guarantee all issues will be addressed. A maintenance browser becomes officially unsupported after one year.

Note the following:

- Ensure that your browser has JavaScript and Cookies enabled.
- For desktop systems, you must have Adobe Flash Player 10.1 or greater.
- The Brightspace Support features are now optimized for production environments when using the Google Chrome browser, Apple Safari browser, Microsoft Edge browser, Microsoft Internet Explorer browser, and Mozilla Firefox browsers.

### Desktop Support

Browser	Supported Browser Version(s)	Maintenance Browser Version(s)
Microsoft® Edge	Latest	N/A
Microsoft® Internet Explorer®	N/A	11
Mozilla® Firefox®	Latest, ESR	N/A
Google® Chrome™	Latest	N/A
Apple® Safari®	Latest	N/A

### Tablet and Mobile Support

Device	Operating System	Browser	Supported Browser Version(s)
Android™	Android 4.4+	Chrome	Latest
Apple	iOS®	Safari, Chrome	The current major version of iOS (the latest minor or <b>point</b> release of that major version) and the previous major version of iOS (the latest minor or <b>point</b> release of that major version). For

Device	Operating System	Browser	Supported Browser Version(s)
			example, as of June 7, 2017, D2L supports iOS 10.3.2 and iOS 9.3.5, but not iOS 10.2.1, 9.0.2, or any other version.  Chrome: Latest version for the iOS browser.
Windows	Windows 10	Edge, Chrome, Firefox	Latest of all browsers, and Firefox ESR.

- You will need regular access to a computer with a broadband Internet connection. The minimum computer requirements are:
  - 512 MB of RAM, 1 GB or more preferred
  - Broadband connection required courses are heavily video intensive
  - Video display capable of high-color 16-bit display 1024 x 768 or higher resolution
- You must have a:
  - Sound card, which is usually integrated into your desktop or laptop computer
  - Speakers or headphones.
  - \*For courses utilizing video-conferencing tools and/or an online proctoring solution, a webcam and microphone are required.
- Both versions of Java (32 bit and 64 bit) must be installed and up to date on your machine. At a minimum Java 7, update 51, is required to support the learning management system. The most current version of Java can be downloaded at: [JAVA web site http://www.java.com/en/download/manual.jsp](http://www.java.com/en/download/manual.jsp)
- Current anti-virus software must be installed and kept up to date.

Running the browser check will ensure your internet browser is supported.

Pop-ups are allowed.

JavaScript is enabled.

Cookies are enabled.

- You will need some additional free software (plug-ins) for enhanced web browsing. Ensure that you download the free versions of the following software:
  - [Adobe Reader](https://get.adobe.com/reader/) <https://get.adobe.com/reader/>
  - [Adobe Flash Player](https://get.adobe.com/flashplayer/) (*version 17 or later*) <https://get.adobe.com/flashplayer/>
  - [Adobe Shockwave Player](https://get.adobe.com/shockwave/) <https://get.adobe.com/shockwave/>
  - [Apple Quick Time](http://www.apple.com/quicktime/download/) <http://www.apple.com/quicktime/download/>
- At a minimum, you must have Microsoft Office 2013, 2010, 2007 or Open Office. Microsoft Office is the standard office productivity software utilized by faculty, students, and staff. Microsoft Word is the standard word processing software, Microsoft Excel is the standard spreadsheet software, and Microsoft PowerPoint is the standard presentation software. Copying and pasting, along with attaching/uploading documents for assignment submission, will also be required. If you do not have Microsoft Office, you can check with the bookstore to see if they have any student copies.

## ACCESS AND NAVIGATION

You will need your campus-wide ID (CWID) and password to log into the course. If you do not know your CWID or have forgotten your password, contact the Center for IT Excellence (CITE) at 903.468.6000 or [helpdesk@tamuc.edu](mailto:helpdesk@tamuc.edu).

**Note:** Personal computer and internet connection problems do not excuse the requirement to complete all course work in a timely and satisfactory manner. Each student needs to have a backup method to deal with these inevitable problems. These methods might include the availability of a backup PC at home or work, the temporary use of a computer at a friend's home, the local library, office service companies, Starbucks, a TAMUC campus open computer lab, etc.

## COMMUNICATION AND SUPPORT

### Brightspace Support

### Need Help?

### Student Support

If you have any questions or are having difficulties with the course material, please contact your Instructor.

## **Technical Support**

If you are having technical difficulty with any part of Brightspace, please contact Brightspace Technical Support at 1-877-325-7778 or click on the **Live Chat** or click on the words “click here” to submit an issue via email.



## **System Maintenance**

Please note that on the 4th Sunday of each month there will be System Maintenance which means the system will not be available 12 pm-6 am CST.

## **Course Concerns**

If you have questions pertaining to the content of this course (e.g., questions about an exam, about course due dates, etc.), please contact your instructor via email, through the "Virtual Office," or during office hours.

## **Other Questions/Concerns**

Contact the appropriate TAMU-C department related to your questions/concerns. If you are unable to reach the appropriate department with questions regarding your course enrollment, billing, advising, or financial aid, please call 903-886-5511 between the hours of 8:00 a.m.-5:00 p.m., Monday through Friday.)

## **Communication and Support**

Email is the best way to communicate as it is checked throughout the day. However, in order to avoid duplication of questions and answers, I prefer that you post all class related questions in the Virtual Office course tab. It is likely that your peers will have the same question. Emails of a personal nature should be sent to my e-mail address via eCollege.

## **University Specific Procedures**

### **Student Conduct**

All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment. The Code of Student Conduct is described in detail in the [Student Guidebook](http://www.tamuc.edu/Admissions/oneStopShop/undergraduateAdmissions/studentGuidebook.aspx).

Students should also consult the Rules of Netiquette for more information regarding how to interact with students in an online forum: [Netiquette](http://www.albion.com/netiquette/corerules.html)

## **TAMUC Attendance**

For more information about the attendance policy please visit the [Attendance](#) webpage and [Procedure 13.99.99.R0.01](#).

<http://www.tamuc.edu/admissions/registrar/generalInformation/attendance.aspx>

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/academic/13.99.99.R0.01.pdf>

## **Academic Integrity**

Students at Texas A&M University-Commerce are expected to maintain high standards of integrity and honesty in all of their scholastic work. For more details and the definition of academic dishonesty see the following procedures:

[Undergraduate Academic Dishonesty 13.99.99.R0.03](#)

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/undergraduates/13.99.99.R0.03UndergraduateAcademicDishonesty.pdf>

[Graduate Student Academic Dishonesty 13.99.99.R0.10](#)

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/graduate/13.99.99.R0.10GraduateStudentAcademicDishonesty.pdf>

## **ADA Statement**

### **Students with Disabilities**

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

### **Office of Student Disability Resources and Services**

Texas A&M University-Commerce

Gee Library- Room 162

Phone (903) 886-5150 or (903) 886-5835

Fax (903) 468-8148

Email: [studentdisabilityservices@tamuc.edu](mailto:studentdisabilityservices@tamuc.edu)

Website: [Office of Student Disability Resources and Services](http://www.tamuc.edu/campusLife/campusServices/studentDisabilityResourcesAndServices/)  
<http://www.tamuc.edu/campusLife/campusServices/studentDisabilityResourcesAndServices/>

### **Nondiscrimination Notice**

Texas A&M University-Commerce will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

### **Campus Concealed Carry Statement**

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-Commerce Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations.

For a list of locations, please refer to the [Carrying Concealed Handguns On Campus](#) document and/or consult your event organizer.

Web url:

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>

Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.