



蘇州大學  
Soochow University

# MAG 291 Organizational Behavior

Winter 2024

**Course Credits:** 4

**Contact Hours:** 56 hours

**Instructor:** TBA

**Email:** TBA

## **COURSE OBJECTIVES**

This course emphasizes the importance of adopting a critical and analytical stance in understanding and interpreting how people behave in organizations, and the most appropriate means of managing or regulating behaviors. Topics include perception, motivation, organizational structures, technology and changing work, organizational change, organizational culture, leadership, group dynamics, interpersonal communication, conflict and politics, commitment, communication, involvement and engagement, groups and teams, divisions within organizations and pressure at work. In addition, this course will familiarize students with current empirical research to learn more about organizational behavior.

Upon completion of this course, students will be able to:

1. Understand and discuss historical and comparative organizational and managerial processes with respect to labor.
2. Comprehend and interpret how people behave in organizations.
3. Critically discuss the most appropriate means of managing or regulating how people behave in organizations.
4. Identify and discuss aspects of continuity and change in employee management and the management of organizations.

## **PREREQUISITES**

N/A

## **GRADING**



Grades will be determined by accumulating points, with 100 points being the maximum, as follows:

ITEM	POINTS
2 Quizzes	20 Points
Midterm 1	15 Points
Midterm 2	15 Points
2 Assignments	20 Points
Final Exam	30 Points
Total	100 Points

Late submissions will be graded at the end of the course. Grades will be assigned according to the following rule:

$A \geq 90 > B \geq 80 > C \geq 70 > D \geq 60 > F$ .

We reserve the right to make adjustments to the overall grading policy.

## COURSE MATERIALS

### **Required Texts:**

Buchanan, A. and Huczynski, A., *Organizational Behavior*, 10th Edition, Harlow: Pearson, 2020.

### **Recommended (Optional) Texts or Other Materials:**

None

## COURSE TOPICS

MODULE	TASKS
Module 1	<b>Topics:</b> Topic 1: Introduction to Organizational Behavior Topic 2: Changing Organizations and the Meaning of Work Topic 3: Power and Control Topic 4: Work and Control <b>Assessments:</b> Quiz#1



Module 2	<b>Topics:</b> Topic 5: Technology and Changing Work Topic 6: Organizational Structures Topic 7: Organizational Change Topic 8: Organizational Culture <b>Assessments:</b> Assignment#1 Quiz#2
Module 3	<b>Topics:</b> Topic 9: Leadership Topic 10: Group Dynamics Topic 11: Decision Making Topic 12: Conflict and Politics <b>Assessments:</b> Midterm#1
Module 4	<b>Topics:</b> Topic 13: Individuals and Organizations Topic 14: Interpersonal Communication Topic 15: Motivation Topic 16: Attitudes and Job Satisfaction <b>Assessments:</b> Midterm#2
Module 5	<b>Topics:</b> Topic 17: Commitment Topic 18: Communication, Involvement and Engagement Topic 19: Divisions within Organizations Topic 20: Pressure at Work <b>Assessments:</b> Assignment#2 Final Exam

## ATTENDANCE

1) Class attendance is required. Missing classes without permission will lead to decrease in overall grade.

Missing less than two classes: no penalty.

Missing more than two classes: 7% will be taken off from the overall grade.

If the instructor reports a student's frequent missing of class to the Soochow University Academic Administration Office, the student might get a written warning and might be prohibited from attending final exam.



2) Participants in this course are expected to arrive in class promptly and adequately prepared. The primary objective of this course is to critically engage with the readings and the subject matter. Therefore, course participants are expected to have completed the reading prior to class and prepare thoughtful reflections/commentaries to share with fellow colleagues.

### **LEARNING REQUIREMENTS**

- 1) Late assignments are not acceptable and are subjected to grade deductions.
- 2) Assignments submitted in the wrong format will be counted as not submitted.
- 3) Failure to submit or fulfill any required course component results in failure of the class.
- 4) Make-up for midterm and final exams only with valid excuses, as defined by the University.
- 5) In order to earn a Certificate of Completion, participants must thoughtfully complete all assignments by stated deadlines and earn an average quiz score of 50% or greater.

### **TECHNOLOGY POLICY**

The use of electronic devices in class is distracting, both for the user and for the rest of the class. Only non-programmable calculators can be used in the tests and exam. Any attempts to use cell phones and other electronic communication devices will be seemed as cheating. Laptops are discouraged, unless you use them for activities DIRECTLY related to the course (eg., note taking, reading course documents).

### **ACADEMIC INTEGRITY POLICY**

Soochow University highly values the academic integrity and aims to promote the academic fairness, honesty and responsibility. Any academic dishonesty behaviors and any attempts to cheats and plagiarism will be reported to the university administration office. A written warning and the relevant penalties will be imposed. The record might be shown on the official university transcript.

### **DISABILITY ACCOMMODATION**



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Soochow University is committed to maintaining a barrier-free environment so that students with disabilities can fully access programs, courses, services, and activities at Soochow University. Students with disabilities who require accommodations for access to and/or participation in this course are welcome.

Note:

Please contact the University Administrative Office immediately if you have a learning disability, a medical issue, or any other type of problem that prevents professors from seeing you have learned the course material.