

Organizational Behavior I

BUSI-240

CG Section 8WK 11/08/2019 to 04/16/2020 Modified 05/19/2022

Course Description

This introductory course in organizational behavior integrates the management and behavioral principles, techniques, and concepts associated with the productivity of organizational resources. It focuses on human behavior in organizations and is primarily concerned with improving organizational efficiency and effectiveness through increased understanding of the behavior of people at work.

Requisites

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog \(https://catalog.liberty.edu/\)](https://catalog.liberty.edu/).

Rationale

Part of being successful in the workplace is knowing how to work with people. As part of the Liberty University Online Business program, this course equips the student with managerial and behavioral skills so that he or she can successfully contribute to the efficiency and effectiveness of business organizations.

Course Learning Outcomes

Upon successful completion of this course, the student will be able to:

- A. Describe applied performance practices and stress management.
- B. Examine decision-making and creativity.
- C. Explore the foundations of team dynamics, including high performance team development and communicating in teams and organizations.
- D. Contrast power and influence in organizations, including conflict and negotiations in the workplace.
- E. Analyze organizational structure and design, including the dynamics of organizational culture and major issues in organizational change.
- F. Integrate biblical principles within the field of organizational behavior.

Foundational Skills Learning Outcomes (FSLO): Social and Scientific Inquiry (SSI)

Upon successful completion of this course, the student will be able to:

SSI 1: Demonstrate an understanding of the impact of social and/or natural sciences on the world in which we live.

SSI 2: Demonstrate a biblical understanding of human behavior within various social structures.

SSI 3: Apply solutions for a social and/or scientific dilemma experienced in society.

Course Resources

Click on the following link to view the required resource(s) for the term in which you are registered: [Liberty University Online Bookstore \(https://bncvirtual.com/liberty\)](https://bncvirtual.com/liberty)

Additional Materials for Learning

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Canvas [recommended browsers \(https://community.canvaslms.com/t5/Canvas-Basics-Guide/What-are-the-browser-and-computer-requirements-for-Canvas/ta-p/66\)](https://community.canvaslms.com/t5/Canvas-Basics-Guide/What-are-the-browser-and-computer-requirements-for-Canvas/ta-p/66)
- D. Microsoft Word
- E. APA Formatting Information: <http://ezproxy.liberty.edu/login?url=http://APAStyleCENTRAL.apa.org>
(<http://ezproxy.liberty.edu/login?url=http://APAStyleCENTRAL.apa.org>)

☰ Course Assignments

Textbook readings in Connect LearnSmart and lecture presentations

Course Requirements Checklist

After reading the Course Syllabus and [Student Expectations \(https://www.liberty.edu/institutional-effectiveness/student-expectations/\)](https://www.liberty.edu/institutional-effectiveness/student-expectations/), the student will complete the related checklist found in the Course Overview.

Discussions (2)

Discussions are collaborative learning experiences. Therefore, the student will complete several self-assessments and select one to discuss. The student must complete the 4 assessments before posting the initial thread. The student will be required to write a thread of at least 250 words on the key term, complete with page references and specifics to document the response. The thread will then be submitted to the Discussion Thread. Correct use of English and grammar are required.

Additionally, the student will be required to submit a substantive written reply of at least 100 words to at least 2 other classmates' threads.

Connect Homework Assignments (8)

The student will be assigned homework to complete in Connect. The homework will consist of LearnSmart assignments. Links to the LearnSmart assignments have been provided in each Module: Week.

Research Project: Key Term Assignment

The student will select a key term from McShane & Von Gilinow: Chapters 2–13 and fully explore the topic. The student will then write a paper of at least 1,000 words, but not to exceed 1,250 words in addition to a title page, abstract, and reference page. The project must demonstrate course-related knowledge with supporting documentation from two peer-reviewed articles, the textbook, and the Bible.

Quizzes (8)

Each quiz will cover the Learn material for the assigned Module: Week. Each quiz will be open-book/open-notes, contain 25 multiple-choice questions, and have a time limit of 50 minutes.

✓ Course Grading

Course Requirements Checklist	10
Connect Homework Assignments (8 at 25 pts ea)	200
Discussions (2 at 120 pts ea)	240
Research Project: Key Term Assignment	160

Quizzes (8 at 50 pts ea)	400
Total	1010

* Course Policies

For timed quizzes, the student is required to complete the quiz/test/exam within the assigned time. The quiz will automatically submit when the designated time expires.

Policies

Late Assignment Policy

Course Assignments, including discussions, exams, and other graded assignments, should be submitted on time.

If the student is unable to complete an assignment on time, then he or she must contact the instructor immediately by email.

Assignments that are submitted after the due date without prior approval from the instructor will receive the following deductions:

1. Late assignments submitted within one week after the due date will receive up to a 10% deduction.
2. Assignments submitted more than one week and less than 2 weeks late will receive up to a 20% deduction.
3. Assignments submitted two weeks late or after the final date of the course will not be accepted outside of special circumstances (e.g. death in the family, significant personal health issues), which will be reviewed on a case-by-case basis by the instructor.
4. Group projects, including group discussion threads and/or replies, and assignments will not be accepted after the due date outside of special circumstances (e.g. death in the family, significant personal health issues), which will be reviewed on a case-by-case basis by the instructor.

Disability Assistance

Students with a disability and those with medical conditions associated with pregnancy may contact Liberty University's Online Office of Disability Accommodation Support (ODAS) at LUOODAS@liberty.edu for accommodations. Such accommodations require appropriate documentation of your condition. For more information about ODAS and the accommodations process, including how to request an accommodation, please visit <https://www.liberty.edu/online/online-disability-accommodation-support/> (<https://www.liberty.edu/online/online-disability-accommodation-support/>). Requests for accommodations not related to disabilities or pregnancy must be directed to the Registrar's Office, which generally handles medical needs support.

If you have a complaint related to disability discrimination or an accommodation that was not provided, you may contact ODAS or the Office of Equity and Compliance by phone at (434) 592-4999 or by email at equityandcompliance@liberty.edu. Click to see a full copy of Liberty's [Discrimination, Harassment, and Sexual Misconduct Policy](https://www.liberty.edu/media/1226/Liberty_University_Discrimination_Harassment_and_Sexual_Misconduct_Policy.pdf) (https://www.liberty.edu/media/1226/Liberty_University_Discrimination_Harassment_and_Sexual_Misconduct_Policy.pdf) or the [Student Disability Grievance Policy and Procedures](http://www.liberty.edu/media/8021/Disability_Grievance_Procedures.pdf) (http://www.liberty.edu/media/8021/Disability_Grievance_Procedures.pdf).

Course Attendance

In an effort to comply with U.S. Department of Education policies, attendance is measured by physical class attendance or any submission of a required assignment within the enrollment dates of the course (such as examinations, written papers or projects, any discussion posts, etc.) or initiating any communication with one's professor regarding an academic subject. More information regarding the [attendance policy \(https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwiki.os.liberty.edu%2Fdisplay%2FIE%2FOnline%2BAttendance%2BAnd%2BNon-Attendance&data=02%7C01%7Caccollins2%40liberty.edu%7Cd91431fa6ac547056b5408d833029e1a%7Cbaf8218eb3024465a9934a39c97251b2%7C0%7C0%7C637315433613719138&sdata=%2BNBTsPOoXuHAPLfISQRugK7cRSuV6UyC7qD3agf3l2k%3D&reserved=0\)](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwiki.os.liberty.edu%2Fdisplay%2FIE%2FOnline%2BAttendance%2BAnd%2BNon-Attendance&data=02%7C01%7Caccollins2%40liberty.edu%7Cd91431fa6ac547056b5408d833029e1a%7Cbaf8218eb3024465a9934a39c97251b2%7C0%7C0%7C637315433613719138&sdata=%2BNBTsPOoXuHAPLfISQRugK7cRSuV6UyC7qD3agf3l2k%3D&reserved=0) can be found in the [Academic Course Catalogs \(https://nam04.safelinks.protection.outlook.com/\)](https://nam04.safelinks.protection.outlook.com/)

[url=https%3A%2F%2Fwww.liberty.edu%2Findex.cfm%3FPID%3D791&data=02%7C01%7Caccollins2%40liberty.edu%7Cd91431fa6ac547056b5408d833029e1a%7Cbaf8218eb3024465a9934a39c97251b2%7C0%7C0%7C637315433613729132&sdata=DjjhMiRBFnF%2B2ZJUC8eBd1OdNb26S9ADukODYsilXIA%3D&reserved=0](https%3A%2F%2Fwww.liberty.edu%2Findex.cfm%3FPID%3D791&data=02%7C01%7Caccollins2%40liberty.edu%7Cd91431fa6ac547056b5408d833029e1a%7Cbaf8218eb3024465a9934a39c97251b2%7C0%7C0%7C637315433613729132&sdata=DjjhMiRBFnF%2B2ZJUC8eBd1OdNb26S9ADukODYsilXIA%3D&reserved=0)). Regular attendance in online courses is expected throughout the length of the term. Students who do not attend within the first week of a sub-term by submitting a required academic assignment (such as the Course Requirements Checklist, an examination, written paper or project, discussion post, or other academic activity) will be dropped from the course. Students who wish to re-engage in the course are encouraged to contact Academic Advising to discuss their enrollment options. Students who begin an online course, but at some point in the semester cease attending, and do not provide official notification to withdraw, will be assigned a grade of "FN" (<https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwiki.os.liberty.edu%2Fdisplay%2FIE%2FUnofficial%2BWithdrawals&data=02%7C01%7Caccollins2%40liberty.edu%7Cd91431fa6ac547056b5408d833029e1a%7Cbaf8218eb3024465a9934a39c97251b2%7C0%7C0%7C637315433613729132&sdata=MoMvZdPfa69InuhVHMHAVgu59ZP0Fw45xJTU9PIBrU%3D&reserved=0>). Students wishing to withdraw from courses after the official start date should familiarize themselves with the [withdrawal policy](#).

Grading Scale

A	B	C	D	F
900-1010	800-899	700-799	600-699	0-599

For courses with a Pass/NP final grade, please refer to the Course Grading section of this syllabus for the assignment requirements and/or point value required to earn a Passing final grade.

Add/Drop Policy

The full policy statement and procedures are published in the [Policy Directory](https://wiki.os.liberty.edu/display/IE/Dropping+and+Adding+Online+Classes) (<https://wiki.os.liberty.edu/display/IE/Dropping+and+Adding+Online+Classes>).

Honor Code

Liberty University comprises a network of students, Alumni, faculty, staff and supporters that together form a Christian community based upon the truth of the Bible. This truth defines our foundational principles, from our Doctrinal Statement to the Code of Honor. These principles irrevocably align Liberty University's operational procedures with the long tradition of university culture, which remains distinctively Christian, designed to preserve and advance truth. Our desire is to create a safe, comfortable environment within our community of learning, and we extend our academic and spiritual resources to all of our students with the goal of fostering academic maturity, spiritual growth and character development.

Communities are predicated on shared values and goals. The Code of Honor, an expression of the values from which our Doctrinal Statement was born, defines the fundamental principles by which our community exists. At the core of this code lie two essential concepts: a belief in the significance of all individuals, and a reliance on the existence of objective truth.

While we acknowledge that some may disagree with various elements of the Code of Honor, we maintain the expectation that our students will commit to respect and uphold the Code while enrolled at Liberty University.

Adherence to the principles and concepts established within facilitates the success of our students and strengthens the Liberty community.

The Code of Honor can be viewed in its entirety at <http://www.liberty.edu/index.cfm?PID=19155> (<http://www.liberty.edu/index.cfm?PID=19155>).

Schedule

When	Topic	Notes
Course Overview	Student Acknowledgements	Course Requirements Checklist

When	Topic	Notes
	Technology Integration Set-Up	Read: Technology Integration Set-Up Overview Explore: McGraw Hill Student Resources Prepare: Register for Connect
Module 1: Week 1	Learn	Read & Interact: 2 items Watch: 2 items
	Apply	Quiz: Introduction to Organizational Behavior
Module 2: Week 2	Learn	Read & Interact: 2 items Watch: 2 items Interact: 4 items
	Apply	Discussion Thread: Self-Concept Quiz: Self-Concepts and Perceptions
Module 3: Week 3	Learn	Read & Interact: 2 items Watch: 2 items
	Apply	Discussion Replies: Self-Concept Quiz: High Performance Team Development
Module 4: Week 4	Learn	Read & Interact: 1 item Watch: 1 item
	Apply	Quiz: Decision Making and Creativity
Module 5: Week 5	Learn	Read & Interact: 2 items Watch: 2 items Interact: 4 items
	Apply	Discussion Thread: Team Dynamics Quiz: Foundations of Team Dynamics
Module 6: Week 6	Learn	Read & Interact: 2 items Watch: 2 items
	Apply	Discussion Replies: Team Dynamics Quiz: Conflict and Negotiations in the Workplace
Module 7: Week 7	Learn	Read & Interact: 2 items Watch: 2 items
	Apply	Research Project: Key Term Assignment Quiz: Organizational Processes- Structure & Design
Module 8: Week 8	Learn	Read & Interact: 2 items Watch: 2 items

When	Topic	Notes
	Apply	Quiz: Organizational Processes- Culture and Change