

E/M 261 ORGANIZATIONAL BEHAVIOR AND MANAGEMENT

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Office Hours	Monday to Thursday 2:30 to 4:00 and by appointment
	Fall 2011 – I have classes at 9, 10:30, 12:30, 1:30
Course Meeting	12:30 to 1:20 MTWF NAB 115

PERSPECTIVES ON EM 261:

“Organizational Behavior (OB) is a field of study devoted to understanding, explaining, and ultimately improving the attitudes and behavior of individuals and groups in organizations.” OB draws primarily from the disciplines of psychology and sociology. Based on research from those areas, OB tries to better understand attitudes and behavior of individuals and of groups in organizational settings.

So, now you should be asking yourself these questions:

- 1) What attitudes and why do we care about attitudes to begin with?
- 2) What types of performance (behavior)?
- 3) What is or is there a relationship between one’s attitude and their performance?
- 4) And, by the way, what are organizations anyway and why do we have them?

COURSE OBJECTIVES – SEMESTER OUTCOMES:

At semester’s end we will have covered all 16 chapters. It is my expectation that you can articulate, describe and argue about the numerous terms/definitions and models presented in the text. (And, there are many.) I also expect that you will be prepared to keep current with the supportable theories and models that attempt to explain OB found in both the popular press and serious academic literature. OB, in other words, is an evolving field.

REQUIRED TEXT:

ORGANIZATIONAL BEHAVIOR Kinicke and Kreitner (4th ed) McGraw-Hill-Irvin

Texts are expensive. You are encouraged to share.

GRADE DETERMINATION:

Two exams (mid and final)	60%
Activities and Projects	30%
Participation/Involvement in this class	10%

GRADING STANDARDS:

A	92%	C+	78%	F	less than 62%
A-	90	C	72		
B+	88	C-	70		
B	82	D+	68		
B-	80	D	62		

ADDITIONAL COURSE INFORMATION:

I will send frequent emails to your gac.edu address. Check each day. I will not send messages to gmail, hotmail, Facebook, Twitter, whatever.

We will spend the first few minutes of each period summarizing current local, state, federal, or national news events. (This does not include how the Twins or Vikings are doing unless there is a relevant OB connection.) Those few minutes might lead to a better understanding of terms or concepts relevant to your Gustavus major.

Be familiar with the college's expectations concerning academic honesty. Violations will result in appropriate consequences. The following statement is a reminder tied to all work, graded assignments and projects: **ON MY HONOR, I PLEDGE THAT I HAVE NOT GIVEN, RECEIVED, OR TOLERATED OTHERS' USE OF UNAUTHORIZED AID IN COMPLETING (THIS) WORK.**

Finally, attendance and engagement in the class is critical. I expect to see you here, prepared, and with something to offer. For many of you this is your first real "management" course. My responsibilities include making the class current, engaging, and, also, at times, interesting. Your responsibilities are to get and remained engaged.