Master Course Syllabus

Course Discipline and Number: SOCE 205   **Year: 2023-2024**
Course Title: Organizational Behavior   **Credit Hours: 3**

Attendance Policy: To maintain good grades, regular attendance in class is necessary. Absence from class is considered a serious matter and absence never excuses a student from class work. It is the responsibility of all instructors to distribute reasonable attendance policies in writing during the first week of class. Students are required to comply with the attendance policy set by each of their instructors. Students are not penalized if they are unable to attend classes or participate in exams on particular days because of religious beliefs, in accordance with Chapter 161, Section 224-a of the Education Law of the State of New York. Students who plan to be absent from classroom activity for religious reasons should discuss the absence in advance with their instructors. See college catalog for more information.

Services for Students with Disabilities: It is the College's policy to provide, on an individual basis, appropriate academic adjustments for students with disabilities, which may affect their ability to fully participate in program or course activities or to meet course requirements. Students with disabilities should contact the Coordinator of Access and Equity Services, to discuss their particular need for accommodations. All course materials are available in alternate formats upon request.

Course Description

Intended to acquaint students with psychological and sociological concepts, methods, and findings that are relevant to the needs of employees and employers, as well as to people in other organizational settings. Major topics include employee attitudes, motivation, and job satisfaction. Research in topic areas such as leadership, power, conflict, group behavior, corporate culture, organizational analysis, and change within organizations is also covered. SOCE 205 fulfills the SUNY General Education Social Science requirement. Prerequisites: RDNG 116 if required by placement testing; ENGL 101; PSYC 103 or SOCI 101 or ECON 101. 3 Cr. (3 Lec.) Occasionally.

Course Context/Audience

Writing Intensive Elective
Can be used as a Social Science elective or unrestricted elective in any program at the college.
For students who may be interested in business, labor relations, human resource management, and organizational/development planning.

Basic Skills/Entry Level Expectations

Writing: WC College level writing skills are required. See course co-requisites or pre-requisites.

Math: M0 Course requires very little or no math.

Reading: R4 Before taking this course, students must satisfactorily complete RDNG 116 or have assessment indicating that no reading course was required.

Course Goals

1. Students will become familiar with ways in which social science research approaches and results can be applied to workplace and other organizational situations.

2. Students will become familiar with some of the major theories and research findings in topic areas such as leadership, power, motivation, conflict, employee attitudes, group behavior, and organizational change.

3. Students will learn to analyze articles assigned from academic journals in subject areas related to class materials or projects.

4. Students will improve their writing and research skills.

Course Objectives/Topics

Objective/Topic	# Hours
General Introduction - review of syllabus, ground rules, etc. Overview of Organizational Behavior Managing People and Organizations Managing global and Workforce Diversity Group Exercise	3 Hours
Films: The Eye of the Beholder and The Egg Foundations of Individual Behavior "Individual Differences: Perception and Attitudes" Perception Unit concluded. Begin Motivation	3 Hours
Motivation - Content & Process Theories (overview) Need-Based Perspectives on Motivation Film: Clockwork Process-Based Perspectives on Motivation	6 Hours
"The Things We Do In Groups" Group Dynamics Group Exercise Teams and Teamwork Using Teams in Organizations Film: 12 Angry Men Group Exercise	6 Hours
Begin Leadership Group Exercise "Power and Conflict" Leadership Models and Concepts Leadership and Influence Processes	9 Hours
Communication in Organizations	3 Hours
Stress and Interpersonal Conflict Managing Stress and the Work-Life Balance Group Exercise	3 Hours
Work Design and Performance Appraisal Job Design, Employee Participation, and Alternative Work Arrangements Goal Setting, Performance Management, and rewards	3 Hours
Organizational Change and Development PAPERS DUE Organizational Culture Group Exercise	6 Hours
Workplace Violence Prevention	3 Hours

General Education Goals - Critical Thinking & Social/Global Awareness

CRITICAL THINKING OUTCOMES	HOW DOES THE COURSE ADDRESS THE OUTCOMES (Include required or recommended instructional resources, strategies, learning activities, assignments, etc., that must or could be used to address the goal/outcomes)
Students will be able to ➤ develop meaningful questions to address problems or issues. ➤ gather, interpret, and evaluate relevant sources of information. ➤ reach informed conclusions and solutions. ➤ consider analytically the viewpoints of self and others.	
SOCIAL/GLOBAL AWARENESS OUTCOMES	**HOW DOES THE COURSE ADDRESS THE OUTCOMES** (Include required or recommended instructional resources, strategies, learning activities, assignments, etc., that must or could be used to address the goal/outcomes)

➤ Students will begin to understand how their lives are shaped by the complex world in which they live. ➤ Students will understand that their actions have social, economic and environmental consequences.	

Instructional Methods
Lecture/Discussion
Group Exercises
Textbook
Reserve Readings in Library
Media: *12 Angry Men*; *Eye of the Beholder*; *The Egg*; *Clockwork*; *An Occurrence at Owl Creek Bridge*

Methods of Assessment/Evaluation

Method	% Course Grade
Hourly Exam	20%
Hourly Exam	20%
Hourly Exam	20%
Average of all Quizzes	20%
Research Paper	20%

Text(s)
Organizational Behavior (6th edition), Houghton Mifflin, 2001.

Bibliography
SOME RECOMMENDED READINGS

NOTE: Many of these entries are regarded as "classic" pieces. Other more recent articles will also be assigned in specific topic areas.

Blake, R.R. and J.S. Mouton. "*Theory and Research for Developing a Science of Leadership*."
Journal of Applied Behavioral Science, Vol. 18, n. 3 (1982):275-91.

Christie, R. and F. Geis. Studies in Machiavellianism. New York: Academic Press, 1970.

Cooper, J. and R. Croyle. "*Attitudes and Attitude Change*," in M.R. Rosenzweig and
L.W. Porter (eds.), Annual Review of Psychology 1984, Vol. 35: 395-426.

Feldman, D.C. "*The Development and Enforcement of Group Norms*." Academy of
Management Journal. Jan. 1984:47-53.

Festinger, L. A Theory of Cognitive Dissonance. Stanford, CA: Stanford University Press, 1957.

Frost, P.J., V.F. Mitchell and W.R. Nord. Organizational Reality: Reports from the Firing Line, 2nd ed. New York: Scott, Foresman, 1982.

Heberlein, T.A. and J.S. Black. "*Attitudinal Specificity and the Prediction of Behavior in a Field Setting*." Journal of Personality and Social Psychology. April 1976:474-79.

Janis, I.L. <u>Victims of Groupthink</u>. Boston: Houghton Mifflin, 1972.

Kerr, S. "*On the Folly of Rewarding A, While Hoping for B*." <u>Academy of Management Journal</u>, Dec. 1975:769-83.

Kesselman, G.A. "*The Attitude Survey: Does It Have a Bearing on Productivity*?" <u>S.A.M. Advanced Management</u> Journal, Winter 1984:18-24.

Lawler, E.E. Pay and Organizational Effectiveness. New York: McGraw-Hill, 1971.

Likert, R. "*The Nature of Highly Effective Groups*," in D.A.Kolb, I.M. Rubin and
J.M. McIntyre (eds.). <u>Organizational Psychology: Readings on Human Behavior in Organizations</u>, 4th edition. Englewood Cliffs, NJ: Prentice-Hall, 1984.

Locke, E.A. "Toward a Theory of Task Motivation and Incentives." Organizational Behavior and Human Performance. May 1968: 157-89.

Marshall, J. "*Organizational Culture: Elements in Its Portraiture and Some Implications for Organization Functioning*." <u>Group and Organization Studies</u>, Sept. 1982:367-84.

Martin, J., M.S. Feldman, M.J. Hatch and S.B. Sitkin. "*The Uniqueness Paradox in Organizational Stories*." <u>Administrative Science Quarterly</u>, Sept. 1983:438-453.

McClelland, D. and D.H. Burnham. "*Power is the Great Motivator*." <u>Harvard Business Review</u>, March/April 1976, 100-110.

Miner, J.B. "The *Uncertain Future of the Leadership Concept: Revisions and Clarifications*." <u>Journal of Applied Behavioral Science</u>. Vol. 18, n. 3 (1982):293-307.

Mitchell, T.R. "*Attributions and Actions: A Note of Caution*." <u>Journal of Management</u>, Spring 1982:65-74.

Pascale, R. "*Fitting New Employees into the Company Culture*." <u>Fortune</u>, 28 May 1984:28-42.

Pfeffer, J. "*The Ambiguity of Leadership*." <u>Academy of Management Review</u>, Jan. 1977:104-111.

Rokeach, M. <u>The Nature of Human Values</u>. New York: Free Press, 1973.

Scarpello, V. and J.P. Campbell. "*Job Satisfaction: Are All the Parts There?*" <u>Personnel Psychology</u>. Autumn 1988:577-600.

Schein, E.H. "*Coming to a New Awareness of Organizational Culture*." <u>Sloan Management Review</u>, Winter 1984:3-16.

Staw, B.M. "*Motivation in Organizations: Toward Synthesis and Redirection*," in B.M. Staw and
G.R. Salaneik (eds.), <u>New Directions in Organizational Behavior</u>. Chicago: St. Clair, 1977.

Zimbardo, P.G., C. Haney, W.C. Banks and D. Jaffe. "*The Mind Is A Formidable Jailer: A Pirandellian Prison*." <u>The New York Times</u>, 8 April 1973:38-60.

Other Learning Resources

Audiovisual No resources specified
Electronic No resources specified
Other No resources specified