Syllabus for SMGT 340 Organizational Behavior and Sustainability

Course Description

Prerequisite: Speech/Introduction to Communications

This course is designed to provide a framework of the principles and theories underlying human behavior in organizations. It will examine how personality, motivation, communication, decision making, leadership, teamwork, ethics, power, and work stress can create both constraints and opportunities for business organizations to embrace, develop, and support a culture of sustainability. The overarching purpose of this course is to enable students to apply their cultural understanding to organizational issues, thereby enhancing their overall ability to analyze sustainability issues from local to global perspectives.

Course Learning Outcomes

- Develop and evaluate sustainable solutions to current organizational issues, which support either the construct of corporate social responsibility, ES&G posture and performance, or the triple-bottom line.
- Develop and articulate, from the perspective of creating, leading, and managing sustainable organizations, a personal philosophy of leadership and the impact it would have on the organization's behavior.

In order to successfully achieve these two goals students will be able to:

1. Explain the fundamental characteristics (design, structure, and culture) and universal nature of business organizations and how these relate to the common constructs of sustainability.
2. Identify the role of the employee, and explain how individual differences (personalities, values, and motivation) influence organizational behavior in an organization that values sustainability.
3. Identify the characteristics of leadership behavior and explain the role of management in influencing organizational behavior.
4. Explain the influence and effect of power, and the role of ethics, on leadership and organizational behavior, sustainability, and the perception and behavior of employees.

5. Identify the behavior characteristics and dynamics of work groups, and explain how differences can influence organizational behavior and sustainability.
6. Explain the role and nature of interpersonal communications processes involving work groups and individuals within the sustainable organization.
7. Identify and assess the impact and influence of the following organizational-level concerns on sustainable organizations: change, conflict, culture, and power.

Course Materials

Information on course materials can be found in the [textbook section](#) of the SMGT website.

Course Requirements

Students will be required to read the assigned readings from the textbook and any additional readings posted on the course site on their own. **The instructor's "lectures" will be supplementary to the assigned readings, and are not inclusive of all reading assignments**. Application of theories to "real world" situations will be provided through assignments, group discussions, and other outside work.

Students will be required to complete all the assigned readings, scheduled written examinations and quizzes, written assignments, and projects on or before the scheduled due dates. Additionally, **students are expected to check the course daily** for announcements and/or schedule changes.

Attendance

1. You are strongly encouraged to set aside a dedicated period of time each week for class. Instructional materials will be made available for a limited time and it is your responsibility to acquire the information presented.
2. Throughout the semester you will be provided the opportunity to engage in weekly discussion boards for the purpose of exchanging ideas and opinions with other participants. This exchange with your peers represents a Community of Practice (COP). COP points are based on both the quantity and quality of contributions made to our community of practice during these discussions.

Assignments and Projects

1. Submitted assignments are expected to be indicative of the student's best effort.

2. Point deductions will be incurred for grammatical errors and incomplete or incorrect information. Refer to the grading rubric included in each assignment and project instructions.
3. Unless otherwise noted, all individual written assignments must be submitted through the course site.
4. **Late assignments or projects** will be accepted but will receive no credit unless pre-arranged with the instructor within a reasonable time period (more than 12 hours) prior to the assignment due date. The instructor will give consideration to extraordinary extenuating circumstance beyond the student's control.

Examinations and Quizzes

1. Examinations and quizzes must be completed individually.
2. Examinations and quizzes will be timed. Only questions completed within the assigned time limit will be accepted.
3. **No makeup will be allowed** for missed examinations or quizzes *unless* pre-arranged with the instructor.

Grading Policy

Late or Incomplete Work

- Unexcused late assignments (discussion questions, Excel work, discussion board postings, reading assessments, etc.) will result in zero points. If you have a conflict with an assignment due date/time, complete the assignment early.
- Excused late work is accepted in certain situations.
- If you turn in an assignment (e.g., outline, question set, etc.) that is missing a significant amount of work (more than 20% incomplete), the assignment will not be graded and will earn zero points.

Discussions (9)	85 points
Module quizzes (15)	150 points
Exams (4)	165 points
Written assignments (11)	100 points
Individual project (3 parts)	60 points
Total Points	**560 points**

Note: No additional or extra work will be made available or accepted for credit for the purpose of improving a final grade.

The following scale will be used to determine the final grade (no rounding):

Percentage	Grade		Percentage	Grade
100 - 93%	A		76.99 - 73.00%	C
92.99 - 90.00%	A-		72.99 - 70.00%	C-
89.99 - 87.00%	B+		69.99 - 67.00%	D+
86.99 - 83.00%	B		66.99 - 63.00%	D
82.99 - 80.00%	B-		62.99 - 60.00%	D-
79.99 - 77.00%	C+		59.99 - 00.00%	F