American Public University System
American Military University | American Public University

PSYC521

Course Summary

Course : PSYC521 **Title :** Organizational Behavior **Length of Course :** 8 **Faculty :**
Prerequisites : N/A **Credit Hours :** 3

Description

Course Description:

In this course, students will learn about human behavior in a variety of organizational contexts. The influence of inter and intrapersonal behavior, motivation, group dynamics, leadership, organizational culture/structure, and ethics in organizational behavior will be explored through study of organizational behavioral theory, research, and case studies.

Course Scope:

This course will look at various components that influence behavior and success in the workplace. It will focus on the interaction of people and the organization, the organizational structure, and the behavior of all people throughout the organization from a psychological perspective.

Objectives

1. Students will be able to define the concepts and theories associated with organizational culture, identifying the factors that contribute to its development and maintenance.
2. Students will be able to analyze and define the consequences of motivation, personality, attitudes, and the behavior of employees in organizational settings.
3. Students will be able to evaluate the appropriate implementation of organizational groups, teams, structures, and designs.
4. Students will be able to explore the role that leadership and power play in organizations in the context of organizations.
5. Students will be able to define the basic of job design and effective assessment strategies.

6. Students will be able to comprehend effective communication and the decision-making process in the workplace.
7. Students will be able to evaluate ethics, diversity, globalization and technology and the psychological influences on human behavior in real-world examples of case studies in organizational settings.

Outline

Week 1: Define Organizational Behavior

Learning Outcomes

Define organizational behavior

Examine the historical context for the field of organizational behavior

Comprehend how the field of organizational behavior has evolved into the modern

organization Required Readings

Required resources for your course are provided in a course eReserve. Please click here (https://apus.libguides.com/er.php), enter your course number in the 'Search for course eReserves' box, click Go, and then select the course when it appears below the search box. Information included in LibAnswers (https://apus.libanswers.com/) provides download and print options for offline reading of Library ebooks.

Assignments

Week 1 Discussion

Week 2: Ethics & Organizational Culture

Learning Outcomes

Comprehend the role of ethics in the workplace.

Synthesize the strengths and weaknesses of organizational culture.

Required Readings

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Assignments

Week Two Discussion

Week Two Case Study Assignment

Week 3: Perception & Socialization

Learning Outcomes

Examine how perception influences an organization and the role that socialization plays in organizational culture.

Required Readings

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Assignments

DISC Inventory and Paper

Week 4: Motivation

Learning Outcomes

Analyze the importance of motivation in the workplace by looking at motivational theories to include: Needs, Cognitive, and Behavior.

Required Readings

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Assignments

Week 4 Discussion

Week 5: Job Designs

Learning Outcomes

Compare various job designs in the workplace.

Examine rewards in the workplace and how it impacts performance.

Required Readings

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Assignments

Week 5 Assignment - Employee Satisfaction Survey

Week 6: Group Processes & Conflict

Learning Outcomes

Explain the Group and Interpersonal Process

Explain how organizations handle conflict

Analyze how Leadership influences an organization's effectiveness

Required Readings

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Assignments

Week 6 Discussion

Week 7: Decision-Making & Stress

Learning Outcomes

Explore the importance of communication.
Examine decision-making models and the impact it has on organizational effectiveness.

Analyze stress and stress management strategies in organizations.

Required Readings

Required resources for your course are provided in a course eReserve. Please click here (https://apus.libguides.com/er.php), enter your course number in the 'Search for course eReserves' box, click Go, and then select the course when it appears below the search box. Information included in LibAnswers (https://apus.libanswers.com/) provides download and print options for offline reading of Library ebooks.

Assignments

Week 7 Ideal Organization Paper

Week 8: Organizational Design & Course Conclusion

Learning Outcomes

Understand organizational design and change management

Required Readings

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Assignments

Week   8

Discussion

Evaluation

Discussions
Students will engage in dialogs with classmates and the course instructor on interactive threaded discussions. A substantive "initial" post in response to instructor posted topical and general instructions on the discussions is required as are a minimum of three replies to classmates' initial posts. Detailed instructions are on each discussion.

During Week 2**,** you will complete an **Article Summary** of a case study or article related to ethical behavior in the workplace.

In Week 3, Take the DISC Inventory online and write a synopsis (paper) of what your preferred style is and how understanding your colleague's preferences may enhance your relationship in the workplace.

In Week 5, you will create an employee satisfaction survey for an organization of your choice. It can be an organization that you presently work with or a hypothetical organization

Ideal Organization Paper
This assignment requires synthesis of course information related to an Ideal Organizational Plan: This assignment is designed to demonstrate that you comprehend the elements that are required for an organization to be successful.

Detailed instructions are located in the classroom Assignments folder.

Academic Integrity and Plagiarism: All written assignments must be in the student's own words, with content based on published materials paraphrased or quoted if used verbatim, source cited and referenced correctly per formatting rules of the American Psychological Association (APA) 7th edition. Any direct quotes of published material, which must be used very sparingly, must be placed inside quotation marks with a source credit immediately following.

Failure to do the above constitutes plagiarism, which, if found in papers, essay tests or discussion forum posts, will result in a zero score, with no option for rewriting and resubmitting to recoup lost point, and a report sent to the Registrar's Office.

Grading:

Name	Grade %
Forums	32.00 %
Week 1 Discussion Forum	6.44 %
Week 2 Discussion Forum	6.44 %
Week 4 Discussion Forum	6.44 %
Week 6 Discussion Forum	6.44 %
Week 8 Discussion Forum	6.44 %
Week 2 Case Study Assignment	11.00 %
Week 3 DISC Inventory and Paper	11.00 %
Week 5 Employee Satisfaction Survey	16.00 %
Week 7 Ideal Organization Paper	30.00 %

Grading:

Name	Grade %
Discussions	32.00 %
Week 1: Discussion	6.40 %
Week 2: Ethics and Organizational	

	6.40 %
Culture	
Week 4: Motivation Needs Cognitive	
	6.40 %
and Behavior	
Week 6: Group Behavior	6.40 %
Week 8: Organizational Design	6.40 %
Assignments	68.00 %
Week Two Ethics Assignment	11.00 %
Week Three DISC Inventory Paper	11.00 %
Week Five Assignment Employee Satisfaction Survey	15.99 %
Week Seven Assignment	30.00 %

Materials

Book Title: Organizational Behavior: Integrating Individuals, Groups, and Organizations (Ebook available through the APUS Online Library)

Author: Campoux

Publication Info: Taylor and Francis

ISBN: 9781138949089

Book Title: Various resources from the APUS Library & the Open Web are used. Please visit http://apus.libguides.com/er.php to locate the course eReserve.* **Author:**

Publication Info:

ISBN: ERESERVE

NOTE

Course Guidelines

Citation and Reference Style

- Students will follow APA format as the sole citation and reference style used in written assignments submitted as part of coursework in the Psychology Department.
- Please note that no formal citation style is graded on discussion forum assignments in the School of Arts & Humanities—only attribution of sources (please see details regarding discussion forum communication below).

Tutoring

Tutor.com offers online homework help and learning resources by connecting students to certified tutors for one-on-one help. AMU and APU students are eligible for 10 free hours of tutoring provided by APUS. Tutors are available 24/7 unless otherwise noted. Tutor.com also has a SkillCenter Resource Library offering educational resources, worksheets, videos, websites and career help. Accessing these resources does not count against tutoring hours and is also available 24/7. Please visit the APUS Library and search for 'Tutor' to create an account.

School of Arts & Humanities Late Policy

Students are expected to submit classroom assignments by the posted due date and to complete the course according to the published class schedule. As adults, students, and working professionals, we understand you must manage competing demands on your time. Should you need additional time to complete an assignment, please contact your instructor before the due date so you can discuss the situation and determine an acceptable resolution.

Work posted or submitted after the assignment due date will be reduced by 10% of the potential total score possible for each day late up to a total of five days, including discussion forum posts/replies, quizzes/tests, and assignments. Beginning on the sixth day late through the end of the course, late work, including forum posts/replies, quizzes/tests, and assignments, will be accepted with a grade reduction of 50% of the potential total score earned.

Turn It In

Assignments are automatically submitted to Turnitin.com within the course. Turnitin.com will analyze an assignment submission and report a similarity score. Your assignment submission is automatically processed through the assignments area of the course when you submit your work. **Academic Dishonesty**

Academic Dishonesty incorporates more than plagiarism, which is using the work of others without citation.
Academic dishonesty includes any use of content purchased or retrieved from web services such as CourseHero.com or Scribd. Additionally, allowing your work to be placed on such web services is academic dishonesty, as it is enabling the dishonesty of others. The copy and pasting of content from any web page, without citation as a direct quote, is academic dishonesty. When in doubt, do not copy/paste, and always cite.

Submission Guidelines

Some assignments may have very specific requirements for formatting (such as font, margins, etc.) and submission file type (such as .docx, .pdf, etc.). See the assignment instructions for details. In general, standard file types such as those associated with Microsoft Office are preferred, unless otherwise specified.

It is the student's responsibility to ensure the all submitted work can be accessed and opened by the instructor.

Disclaimer Statement

Course content may vary from the outline to meet the needs of a particular group or class.

Communicating on the Discussion Forum

- Discussion forums are the heart of the interaction in this course. The more engaged and lively the exchanges, the more interesting and fun the course will be. Only substantive comments will receive credit. Although there is a final posting day/time after which the instructor will grade and provide feedback, you are strongly discouraged from waiting until the due date to contribute your comments/questions on the discussion forum. The purpose of the discussion forums is to actively participate in an on-going discussion about the assigned content.
- "Substantive" means comments that contribute something new and important to the discussion. Thus a message that simply says "I agree", even if wordy and thus, meets the length requirement, is not substantive. A substantive comment contributes a new idea or perspective, a good follow-up question to a point made, offers a response to a question, provides an example or illustration of a key point, points out an inconsistency in an argument, etc.
- As a class, if we run into conflicting view points, we must respect each other as colleagues. Hateful, aggressive, or hurtful comments towards other individuals, students, groups, peoples, and/or societies will not be tolerated.
- Students must post a response to the weekly discussion forums prompt and post the required number of replies to other students – refer to the grading rubric and/or discussion forum instructions for specific expectations on number of replies and word count requirements.

Quizzes and Exams

Quizzes and exams may consist of true/false, multiple choice, and short essay questions. Each quiz/exam is accessible only once. Once a quiz/exam is accessed, you will not be able to access it again if you disconnect. Therefore, allocate time to complete your assessments.

University Policies

Student Handbook

- Drop/Withdrawal policy
- Extension Requests
- Academic Probation
- Appeals
- Disability Accommodations

The mission of American Public University System is to provide high quality higher education with emphasis on educating the nation's military and public service communities by offering respected, relevant, accessible, affordable, and student-focused online programs that prepare students for service and leadership in a diverse, global society.