
MANAGEMENT & ORGANIZATIONAL BEHAVIOR in Fall 2019 (BA2020B)

Course Code	BA2020B	Professor(s)	Kate Yue Zhang
Prerequisites	None	Office Number	G-2A04
Class Schedule	MR: 10:35-11:55 in PL-3	Office Hours	By appointment
Credits	4	Email	kzhang@aup.edu
Semester	Fall 2019	Office Tel. Ext.	642

Course Description

understand the attitude and behaviors on the individual level and the group level within organizations. Students will be enabled to use Organizational Behavior tools and theories to recognize organizational patterns within a complex social situation. Students will be engaged in lectures, case studies, discussion, and various class activities that provide a diverse and robust understanding of human interaction in organization.

PEDAGOGICAL APPROACH:

The course will consist of interactive lectures and practices including in-class activities, roleplays, debates, news and article sharing and discussion, case studies, and group projects, all of which will require your active participation.

CORE THEMES:

In addition to the theories and concepts of management and organizational behavior that we will cover in the course, several crosscutting themes will also be included to provide a solid intellectual context for interdisciplinary understanding and real-world examples. These themes are incorporated into the course as lectures, case studies, articles, films and in-class activities. Some of the themes for this course will include:

- Personality traits
- Cultural values
- Teams
- Job satisfaction
- Leadership
- Motivation
- Organizational structure
- Organizational culture
- Trust, Justice and Ethics
- Managing conflicts

Course Learning Outcomes

Demonstrate understanding and application of management and organizational behavior theories on both an individual and group level from various cultural perspectives.

Demonstrate an understanding of different perspectives on real-world issues and develop abilities to analyze these issues supported by various management scenarios in management and organizational behavior.

Demonstrate understanding and abilities that problem-solving strategies of complex real-world issues demands interdisciplinary, intercultural, collaboration and communication, and critical thinking in management and organizational behavior.

Local and Global Perspectives: Students will enhance their intercultural understanding of languages, cultures, and histories of local societies and the global issues to which these relate (CCI LO1)

Exploring and Engaging Difference: Students will think critically about cultural and social difference; they will identify and understand power structures that determine hierarchies and inequalities that can relate to race, ethnicity, gender, nationhood, religion, or class (CCI LO3)

Civic and Ethical Engagement: Students will demonstrate awareness of ethical considerations relating to specific societal problems, values, or practices (historical or contemporary; global or local) and learn to articulate possible solutions to prominent challenges facing societies and institutions today so as to become engaged actors at various levels in our interconnected world (CCI LO4)

General Education

This course can be used to fulfill the mapping the world requirement and as such has the following learning objectives:

- Develop a global perspective
- Communicate well and work collaboratively

Course Outline

CLASS SCHEDULE:

September

Week I – 2nd – 6th

Session 1: Introduction

Session 2 Personality traits

September 8th – last day to drop/add courses online

Week II – 9th – 13th

Session 3: Cultural values and diversity I

Session 4: Cultural values and diversity II

Week III –16th – 20th

Session 5: Teams I: Teamwork

Session 6: Teams II: Managing a global team

Week IV –23th – 27th

Session 7: Organizational structure

Session 8: Organizational culture I

Week V –30th – 4th

Session 9: Organizational culture II

Session 10: News reading and discussion

October

Week VI –7th – 11th

Session 11: Managing conflicts

Session 12: Midterm exam

Week VII –14th – 18th

Session 13: Guest talk: People management at Amazon and Uber in Europe

Session 14: Job satisfaction

October 16th, Mid-semester

October 18th, Mid-semester grades due

Week VIII – 21st – 25th

Session 15: Trust, justice and ethics I

Session 16: Trust, justice and ethics II

Week IX - 28th – (1st)

Session 17: Role-play exercise: Motivation

October 30th – November 3rd, fall break (no classes)

November

Week X - 4th – 8th

Session 18: Organizational commitment I

Session 19: Organizational commitment II

November 4th, last day to withdraw from a course /no credit option

Week XI – 11th – 15th

Session 21: News reading and discussion

November 11th – 12th, Armistice Break (no classes)

Week XIII – 18th – 22nd

Session 22: Leadership I

Session 23: Leadership II

Week XIV – 25th – 29th

Session 24: Job offer negotiation

Session 25: Group presentations

December

Week XV – 2nd – 6th

Session 26: Group presentations

Textbooks

Title	Author	Publisher	ISBN	Required
ORGANIZATIONAL BEHAVIOR: IMPROVING PERFORMANCE AND COMMITMENT IN THE WORKPLACE	Colquitt, LePine, Wesson	McGraw Hill	9781259255540	Yes

Attendance Policy

Students studying at The American University of Paris are expected to attend ALL scheduled classes, and in case of absence, should contact their professors to explain the situation. It is the student's responsibility to be aware of any specific attendance policy that a faculty member might have set in the course syllabus. The French Department, for example, has its own attendance policy, and students are responsible for compliance. Academic Affairs will excuse an absence for students' participation in study trips related to their courses.

Attendance at all exams is mandatory.

IN ALL CASES OF MISSED COURSE MEETINGS, THE RESPONSIBILITY FOR COMMUNICATION WITH THE PROFESSOR, AND FOR ARRANGING TO MAKE UP MISSED WORK, RESTS SOLELY WITH THE STUDENT.

Whether an absence is excused or not is ALWAYS up to the discretion of the professor or the department. Unexcused absences can result in a low or failing participation grade. In the case of excessive absences, it is up to the professor or the department to decide if the student will receive an "F" for the course. An instructor may recommend that a student withdraw, if absences have made it impossible to continue in the course at a satisfactory level.

Students must be mindful of this policy when making their travel arrangements, and especially during the Drop/Add and Exam Periods.

Grading Policy

GRADING:

Grade Allocation

Final grades will be weighted based on performance within the various factors as follows. These calculations may be adjusted slightly as we progress through the semester:

Attendance and class participation	25%
Assignments	10%
Group project	15%
Three quizzes (closed-book, closed-notes)	15%
Mid-term exam (open-book, open-notes) (Thursday October 17th)	15%
Final exam (open-book, open-notes)	20%

N.B. Attendance at midterm and final exams is mandatory. Attendance is extremely important in the calculation of final grades.

Class Participation

Based on attendance and participation with class discussions, class activities, and in-class projects.

Students are expected to attend all course sessions. **Attendance will be taken in the beginning of each class.** Only in the case of emergency situations, a student may be authorized to miss a course session. To receive approval for an excused emergency absence, the student should take the following steps:

- Contact the instructor immediately to inform your absence. Bring a doctor's note or some other form of documentation to justify an excused absence.
- Inform your group if presentations are taking place that day in class.
- Ask a member of your group to collect any handouts during the missed session and to brief you on the activities and discussion that took place during your absence, as well as the assignments required for the following session.

Attendance may be taken verbally or through a sign-in sheet. If a sign-in sheet is used, it is the student's responsibility to sign in. In general, students are expected to avoid disturbing the class by arriving late and leaving early. Please avoid unnecessary departures while the course

is in session.

Various activities, full class and small group discussions are an essential part of the learning experience in this course. Students are expected to actively participate by providing input and feedback to other students and by listening when other students are speaking.

Individual Assignments

Individual assignments are assigned at regular intervals throughout the course. These must be submitted on Blackboard.

Midterm Exam

The midterm exam will be a case study covering topics of the previous classes. The exam will be open-book, open-notes.

Final Group Project

The final group project will comprise of a management report and a group presentation. Students will need to complete an organizational analysis on an existing company, applying class content from a critical perspective as well as giving a group presentation. Final assignment topics will be discussed during the course. The group presentation will be based on the management report. Group presentation grades are allocated equally to each member of the group, however group peer evaluations may result in different final scores for individual group members. If a student is absent without an authorization, that student will not receive a score for their group's presentation.

Final Exam

The final exam will cover all readings, lectures and class discussions in a short essay and case study format.

Grading Scale

Excellent			Good			Satisfactory		Unsatisfactory	
100-95	A	(4.0)	89-87	B+	(3.4)	79-77	C+ (2.4)	69-67	D+ (1.3)
90-94	A-	(3.7)	86-84	B	(3.0)	76-74	C (2.0)	66-64	D (1.0)
			83-80	B-	(2.7)	73-70	C- (1.7)	60-63	D- (0.7)
								Under 60 F (0)	

Excellent: Reserved for superior quality and outstanding performance, including the use of resources other than the textbook to complete assignments. Participates fully in course discussions and group activities, maintains excellent attendance, and performs extremely well on course exams. Completes all course readings in advance of the lecture.

Good: Above average quality and good performance. Uses assigned materials effectively and completes some research beyond the required or existing readings.

Satisfactory: Adequate and acceptable work in meeting course requirements, average performance. Completes required reading.

Unsatisfactory: Failed to meet basic course requirements, below average performance, poor attendance.

Students are expected to use resources other than the textbook to complete assignments. Outstanding and good performance will be awarded to those students who use additional resources in their coursework, take-home assignments and presentations.

COURSE POLICIES:

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1. **Attendance:** Students that miss more than four unexcused course sessions may automatically receive a failing grade. Missing a presentation will result in a failing grade for that item. Midterm exam and final exam are mandatory for this course.
 2. **Laptops:** Laptops should not be used during classes unless specifically necessary for an in-class project. Exceptions may be made for students with physical and learning disabilities, with instructor permission only.
 3. **Assignments:** Students are expected to turn in all course assignments on time. Late submissions will result in grade deduction.
 4. **Communication:** We will use Blackboard for this course. Students are expected to check the Blackboard site as well as their AUP email during the course for updates on a regular basis.

Other
