

**SUL ROSS STATE UNIVERSITY  
COURSE SYLLABUS  
MGT 4361  
ORGANIZATIONAL BEHAVIOR  
SUMMER 2023 JULY 10<sup>TH</sup> – AUGUST 15<sup>TH</sup>  
ONLINE**

**INSTRUCTOR:** Clark Nussbaum  
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**OFFICE:** MAB 309C  
**OFFICE HOURS:**  
**Times by Appointment**  
clark.nussbaum@sulross.edu

**PROGRAM LEARNING OUTCOMES:**

- **Marketable Skill 1:** Students will have the ability to apply the principles of business they learn to the management of existing businesses or the creation of new businesses.
- **Marketable Skill 2:** Students will have the ability to use research and analysis to make informed decisions.
- **Marketable Skill 3:** Students will have the ability to write business letters, emails, resumes and reports
- **Marketable Skill 4:** Students will have the ability to make effective oral presentations to both professional and general audiences.
- **STUDENT LEARNING OUTCOMES:**
  - SLO1 - Analyze and solve Business problems across major business functions, using fundamental business principles and strategies
  - SLO 2 Communicate business information through written, oral and other delivery processes
  - SLO 3 Identify and understand the impact of ethical and social responsibility issues in business

**MGT 4361 Organizational Behavior (3-0).** The study of inter-personal skills in organizations. The course provides the student with insights critical to management concerning individual processes, social dynamics, and organizational practices combined with knowledge of real work sensitivities, demands and practices.

**TEXT:** ORGANIZATIONAL BEHAVIOR 7<sup>TH</sup> EDITION COLQUITT, LEPINE, WESSON  
McGraw-Hill Publishers ISBN: 9781260261554  
You may purchase/rent the book in any format. Be sure to obtain the correct edition.  
Connect is not required.

<b>GRADE:</b>	The grade for this course will be:	DISCUSSION QUESTIONS	250
		7 CASE STUDIES	280
		4 EXAMS	<u>400</u>
			930

**No make-up exams or extra credit will be given.**

**ATTENDANCE:** The attendance policy as outlined in the Sul Ross catalog will be followed. Excessive absences could cause a student to be dropped with an “F”. Since this is an online course, I need to see that you are engaging and completing assignments in a timely manner.

**ACADEMIC HONESTY:** You are expected to do your own work on any assignment and test. If a student is caught cheating, a grade of zero will be assigned to that work.

**INSTRUCTOR EXPECTATIONS:** You are expected to approach this class in a professional manner. Your primary goal as a student is to obtain an education and acquire certain skills to enable you to be productive and competitive in your chosen field. Do not waste your time, your classmates time, or my time by not giving 100% of your efforts.

### **SRSU Disability Services:**

SRSU Disability Services. Sul Ross State University (SRSU) is committed to equal access in compliance with Americans with Disabilities Act of 1973. It is SRSU policy to provide reasonable accommodations to students with documented disabilities. It is the student’s responsibility to initiate a request each semester for each class. Alpine students seeking accessibility/accommodations services must contact Mary Schwartz Grisham, M.Ed., LPC, SRSU’s Accessibility Services Coordinator at 432-837-8203 (please leave a message and we’ll get back to you as soon as we can during working hours), or email [mschwartz@sulross.edu](mailto:mschwartz@sulross.edu)

Our office is located on the first floor of Ferguson Hall (Suite 112), and our mailing address is P.O. Box C-122, Sul Ross State University, Alpine. Texas, 79832.

### **For Remote/Online Courses Only – SRSU Distance Education Statement**

Students enrolled in distance education courses have equal access to the university’s academic support services, such as library resources, online databases, and instructional technology support. For more information about accessing these resources, visit the SRSU website. Students should correspond using Sul Ross email accounts and submit online assignments through Blackboard, which requires secure login. Students enrolled in distance education courses at Sul Ross are expected to adhere to all policies pertaining to academic honesty and appropriate student conduct, as described in the student handbook. Students in web-based courses must maintain appropriate equipment and software, according to the needs and requirements of the course, as outlined on the SRSU website. Directions for filing a student complaint are located in the student handbook.

### **SRSU Library Services**

**The Sul Ross Library offers FREE resources and services to the entire SRSU community. Access and borrow books, articles, and more by visiting the library’s website, [library.sulross.edu](http://library.sulross.edu). Off-campus access requires your LoboID and password. Check out materials using your photo ID. Librarians are a tremendous resource for your coursework and can be reached in person, by email ([srsulibrary@sulross.edu](mailto:srsulibrary@sulross.edu)), or phone (432-837-8123).**

**ACADEMIC GRIEVANCE PROCEDURE:** Should you have a problem or concern, it is important that you follow the chain-of-command in addressing your problem. The chain-of-command, in order of who you would see first, is as follows: (1) Instructor (2) Chair (3) Dean of Professional Studies (4) Provost and Vice-President of Academic Affairs and (5) President.

**COURSE COVERAGE**

Please see attached spreadsheet with class schedule and assignments. Writing assignment will be the Case Studies at the end of the chapter.

<b>MGT 4361 ORGANIZATIONAL BEHAVIOR</b>			
<b>Chapter</b>	<b>Topic</b>	<b>CASE STUDIES</b>	
PART 1	<b>INTRODUCTION TO ORGANIZATIONAL BEHAVIOR</b>		
1	WHAT IS ORGANIZATIONAL BEHAVIOR	DISCUSSION Q 1.4 PG 22 CASE: LEVI'S PG 22	
2	JOB PERFORMANCE	DISCUSSION Q 2.5 PG 49 CASE: ACCENTURE PG 49	
3	ORGANIZATIONAL COMMITMENT	DISCUSSION Q 3.1 PG 80 CASE: LYFT PG 81	
	<b>TEST 1 CH 1-3</b>	COMPLETE THIS UNIT BY JULY 19	
PART 2	<b>INDIVIDUAL MECHANISMS</b>		
4	JOB SATISFACTION	DISCUSSION Q 4.5 PG 114	
5	STRESS	DISCUSSION Q 5.2 PG 148 CASE: GOLDMAN SACHS	
6	MOTIVATION	DISCUSSION Q 6.2 PG 185 CASE: DELTA	
	<b>TEST 2 CH 4-6</b>		
7	TRUST, JUSTICE, AND ETHICS	DISCUSSION Q 7.1 PG 218	
8	LEARNING AND DECISION MAKING	DISCUSSION Q 8.5 PG 252 CASE: SLACK TECHNOLOGIES	
	<b>TEST 3 CH 7-8</b>	COMPLETE THIS UNIT BY AUGUST 5	

PART 3	<b>INDIVIDUAL CHARACTERISTICS</b>		
9	PERSONALITY AND CULTURAL VALUES	DISCUSSION Q 9.5 PG 291	
10	ABILITY	DISCUSSION Q 10.5 PG 325 CASE: US MARINE CORPS	
	<b>TEST 4 CH 10-13</b>	COMPLETE THIS UNIT BY AUG 15	
7/24/23	<b>LAST DAY TO DROP WITH A "W"</b>		