



## Rio Grande College of Business, Sul Ross State University

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<b><u>MGTA 4361-- Organizational Behavior Syllabus -- Summer 2025</u></b>
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### **I. GENERAL INFORMATION**

**Instructor:** James Cho, D.B.A.    **Classroom:** Online    **Class Schedule:** Online

**Office Location:** Eagle Pass Campus    **Advisory Session:** Appointment by email

**Contact Number:** (830) 703-4821    **E-mail:** James.Cho@sulross.edu

#### **Course Material**

**Required:** Robbins, S. P., & Judge, T. A. (2023). *Organizational Behavior: Bridging Science and Practice* 19<sup>th</sup> edition. Hoboken, NJ: Pearson. (ISBN: 978-0-13-747464-6).

**Required:** Additional materials will be posted online (such as PowerPoint files, cases, exercises, as well as instructions for the team project). It is your responsibility to keep up with the cases and activities that we will cover in class and there are weeks you will need to read them before class.

#### **Course Description**

This course of Organizational Behavior provides a comprehensive insights of individual and group behavior in organizations. The purpose of this course is to demonstrate an understanding of how organizations can be managed more effectively and at the same time enhance the employees' working quality. All studying issues include motivation, rewarding behavior, stress, individual and group behavior, conflict, power and politics, leadership, job design, organizational structure, decisionmaking, communication and organizational change and development.

#### **Course Objectives**

- To familiarize you with major OB issues and activities that organizations face
- To engage in hands-on situations to illustrate OB principles

- To learn to work in effective work groups/teams
- To develop your ability to recognize a firm's OB practices/skills and the impact they have on others
- To develop your ability to recognize your own OB practices/skills and the impact they have on others
- To develop your ability to diagnose and solve organizational behavior issues and problems regardless of your functional specialty or industry

### Grade Allocations

*Academic honesty and integrity are requirements for passing this course.*

#### Assessment:

**Assignment of Self-introduction:10%; Midterm Examination: 30%;**

**Comprehensive Examination: 30%; Discussions: 30%.**

**\* A minimum scores to pass this course is 60 points.**

#### 1. Exams:

The two exams consist of multiple choice questions. Exams cover everything discussed in class, as well as class readings.

#### 2. Class Engagement:

Class engagement components:

**Verbal Engagement:** When you **join** in online discussion prepared, **think** about the material in advance, and **share** your thoughts and experiences, everyone learns more. Therefore, part of your grade comes from thoughtful and constructive comments and verbal engagement with the class material. This does not mean dominating the class discussion, and it does not mean having a dialogue with the instructor. You are expected to listen to your peers, comment on their comments, and contribute to the learning climate in the discussions.

### Other Course Policies & Resources

#### Academic Integrity

Intellectual development requires hard work. Students in this class are expected to demonstrate scholarly behavior and academic honesty in the use of intellectual property. A scholar is expected to be punctual, prepared, and focused; meaningful and pertinent participation is appreciated. Examples of academic dishonesty include but are not limited to: Turning in work as original that

was used in whole or part for another course and/or professor; turning in another person's work as one's own; copying from professional works or internet sites without citation; collaborating on a course assignment, examination, or quiz when collaboration is forbidden. The policy can be found at: <https://www.sulross.edu/about/administration/university-policies/> In addition, please note that plagiarism detection software will be used in this class for written assignments.

### **Classroom Climate of Respect**

This class will foster free expression, critical investigation, and the open discussion of ideas. This means that all of us must help create and sustain an atmosphere of tolerance, civility, and respect for the viewpoints of others. Similarly, we must all learn how to probe, oppose, and disagree without resorting to tactics of intimidation, harassment, or personal attack. No one is entitled to harass, belittle, or discriminate against another based on race, religion, ethnicity, age, gender, national origin, or sexual preference. Still, we will not be silenced by the difficulty of discussing politically sensitive issues fruitfully.

### **Course Blackboard Resources**

There are several resources on the course Blackboard page. You are expected to review and familiarize yourself with the items in Blackboard in the first week of class.

### **Blackboard Technical Support**

SRSU 24/7 Blackboard Technical Support Online Support Desk Contact Info: Toll Free: 888.837.6055. Email: [blackboardsupport@sulross.edu](mailto:blackboardsupport@sulross.edu)

### **Commitment to Diversity**

I aim to create a learning environment for my students that supports a diversity of thoughts, perspectives, and experiences and honors your identities (including race, gender, class, sexuality, religion, ability, socioeconomic class, age, nationality, etc.). I also understand that the crisis of COVID-19, economic disparity, health concerns, or even unexpected life events could impact the conditions necessary for you to succeed. My commitment is to be there for you and help you meet the learning objectives of this course. I do this to demonstrate my commitment to you and to the mission of Sul Ross State University to create an inclusive environment and care for the whole student as part of the Sul Ross Familia. If you feel like your performance in the class is being impacted by your experiences outside of class, please don't hesitate to come and talk with me. I want to be a resource for you.

### **SUSR Library Services**

The Bryan Wildenthal Memorial Library in Alpine 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 logging in with your LobolD and password. 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).

The Southwest Texas Junior College (SWTJC) Libraries at Uvalde, Del Rio, and Eagle Pass offer additional access to library spaces and resources. Del Rio, Eagle Pass, and Uvalde students may also use online resources available through SWTJC website, [library.swtjc.edu](http://library.swtjc.edu). The SWTJC Libraries serve as pick-up locations for Inter Library Loan (ILL) and Document Delivery from the Alpine campus.

### **ADA Statement**

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, or email [mschwartz@sulross.edu](mailto:mschwartz@sulross.edu). Our office is located on the first floor of Ferguson Hall – room 112, and our mailing address is P.O. Box C-122, Sul Ross State University, Alpine, Texas, 79832.