Course Description:
This course provides a comprehensive analysis of individual and group behavior in organizations. Its purpose is to provide an understanding of how organizations can be managed more effectively and at the same time enhance the quality of employee work life. Topics include motivation, goal setting and rewards, job design, group dynamics, work stress, power and politics, international aspects of organizations, organizational structure, communication and organizational change and development.

Students Learning Outcomes and Core Competencies:
This course will achieve the following general student learning outcomes for the Bachelor of Applied Technology program:
1. Apply oral and written communication skills and leverage technology to enhance communications in order to prepare and present reports.
2. Promote the ability to work as a team member through guidance, coordination and contribution towards team goals.

This course is an upper division course for students that have met the admission requirements for upper division courses. This course is designed to investigate the broad spectrum of organizational behavior issues that managers face today and will face in the future.

The basic principles and concepts of organization behavior and practice will be presented in the lectures, class discussions, through the select readings and team case studies. This course uses the case analysis skills as the focus of learning.

This course will transfer to other community colleges and most four-year institutions in Texas.

Prerequisite: None

Text, References, and Supplies:
*To be determined by the Instructor of record*

Course Objectives and learning Outcomes:

<table>
<thead>
<tr>
<th>Competencies</th>
<th>Purpose and/or sample real life applications</th>
<th>Projects</th>
<th>Used throughout the course</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assess the effects of the cultural, political, legal, technological, and economic forces that shape the global environment.</td>
<td>Prepare the student for the complexity in organizations today and how to organize effectively.</td>
<td>Use critical thinking to analyze, synthesize and evaluate real-world organizational environments today.</td>
<td>Yes</td>
</tr>
<tr>
<td>Apply oral, written, and electronic communication skills to effectively present and exchange information,</td>
<td>Prepare the student to understand organizational and social challenges and</td>
<td>Use critical thinking to analyze, synthesize and evaluate real-world</td>
<td></td>
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</table>
including the use of management information systems, the internet and other applications to prepare and present reports.

| Work effectively in a team-centered environment to accomplish shared goals and objectives. | Prepare the student to work in a team environment to enhance organization effectiveness. | Use team case studies to reinforce group dynamics in organizations and for organization change. | Yes |

Case studies are used as the primary method to learn new materials about organizations. Case studies MUST follow the stakeholder approach to decision making and include a summary of the major challenges found in each case.

**Student Contributions, Responsibilities and Class Policies:**
Each student is expected to study at least three hours per week preparing for class, take an active role in lecture/discussion, meet assignment due dates, and conduct themselves in a businesslike manner in the class. Students are expected to exhibit professional behavior during scheduled class times and while in the lab.

Each student is expected to spend three to four hours per week preparing for class (reading the assigned chapters, responding to case studies, writing learning journals, and taking the self-assessment quizzes).

Comply with the rules of Midland College

Make-up work is allowed only if pre-approved, or deemed an emergency, by the instructor. Participation in discussion forums and group case studies may not be made-up.

**Evaluation of Students:**
**Semester course grade is determined as follows:**

<table>
<thead>
<tr>
<th>Grading Scale</th>
<th>Grade</th>
</tr>
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<tbody>
<tr>
<td>900 - 1000</td>
<td>A</td>
</tr>
<tr>
<td>800 – 899</td>
<td>B</td>
</tr>
<tr>
<td>700 – 799</td>
<td>C</td>
</tr>
<tr>
<td>600 – 699</td>
<td>D</td>
</tr>
<tr>
<td>0 – 599</td>
<td>F</td>
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</tbody>
</table>

**Course Schedule:**
This is a hybrid BAT class and will meet as agreed upon by the class and instructor. Assignments will be posted on the internet within the Discussion Board area for this course. This is NOT a flexible time course.

**Required Participation:**
For Online/Hybrid classes, students MUST actively participate by completing an academic assignment by the official census date. Students who do not do so, will be dropped from the course.

**Attendance Policy:**
Students MUST actively participate by completing an academic assignment required by the instructor by the official census date. Students who do not actively participate in an academically-related activity will be reported as never attended and dropped from the course.
Withdrawal Policy:
Requests for withdrawal must be made using the College's accepted withdrawal methods. Students must complete an official withdrawal form either in person in the Student Services office, online or by written request. Midland College reserves the right to decline approval of a withdrawal request for any reason. Such reasons may include, but are not limited to: submitting incomplete information on the request, not submitting current contact information for the student, not resolving any questions concerning the authenticity of the document, disciplinary actions, outstanding debts, TSI liability, etc.

Students who withdraw and have outstanding debts in any area of the College will not be given clearance to re-enroll until these debts are paid. Students who receive warning notices concerning non-attendance may complete the withdrawal request portion of the notice and return it to Student Services. TSI Liable students must meet with Dean of Adult or Developmental Education before withdrawing from TSI classes.

The last day for withdrawal for each registration period is published in the catalog and the current course schedule. Online withdrawal requests must be made on or prior to the dates listed.

Scholastic Dishonesty & Academic Misconduct
Academic dishonesty includes cheating, fabrication, plagiarism, and facilitating academic dishonesty. Disciplinary options include, but are not limited to, suspension and dismissal. (See the Midland College Student Handbook for a complete explanation of college policy).
http://www.midland.edu/students/academics/academic_misconduct/plagiarism.php

AMERICANS WITH DISABILITIES ACT (ADA): Any student who, because of a disabling condition, may require some special arrangements in order to meet course requirements should contact Shep Grinnan as soon as possible. Mr. Grinnan’s office is located in the Scharbauer Student Center Building. These conditions may include documented physical or educational disabilities. Please be aware that services or accommodations are not automatic. Each student must request them and secure the proper authorizations/documentation.

Instructor Information:
Instructor:
Phone:
Office Hours:
Email

Students are encouraged to contact the instructor at any time; however, making an appointment will guarantee the instructor’s availability at a specific time.

Division Information:
Division Dean: Dr. Kennedy MHA176 432-685-6813
Program or Department Chair: Doug Johnson TC 116 432-685-4665
Division Secretary: Angelina Dolaptchieva MHA 176 432-685-6830