IDENTIFYING INFORMATION

Course: MSA 601 Organizational Dynamics & Human Behavior
Term: Spring I, 2018
CRN: 22345554
Location: Rowe 229
Course Dates and Times: Mondays -5:30-10:20 p.m. – 01/08 – 02/26, 2018

Instructor: Dr. David Freed
E-Mail Address: freed1de@cmich.edu
Phone Numbers: Cell: 517-290-0564
Office Hours: Before and after class sessions, by appointment, and always available by phone.

Academic Biography:

The instructor holds a B.A. degree from the University of Michigan-Flint, an M.S. degree from Michigan State University, and a Doctorate in Public Administration from Western Michigan University. He has held a variety of managerial and executive positions working for the State of Michigan for over 32 years, and has taught in the MSA Program for over 17 years. Dr. Freed is currently an Assistant Professor in the Master of Science in Administration Degree Program at Central Michigan University. He teaches MSA 502, 503, 510, 600, 601, 603, 604, 608, 698, and 699.

I. Course Description:

Students examine and apply organizational theories aimed at understanding and analyzing human behavior in complex organizations.

II. Prerequisites:

None

III. Rationale for Course Level:

This course is placed at the graduate level to reflect the social and intellectual maturity required to integrate, synthesize apply knowledge to real world situations. In this rigorous course students are expected to critically evaluate administrative contexts and events in modern complex organizations and develop solutions to complex problems.

IV. Textbooks and Other Materials:
V. Special Requirements of the Course:

Students enrolled in the class are required to purchase and use Pearson’s MYMANAGEMENT LAB course management system.

All students must have ready access to an up-to-date computer with high speed Internet connectivity. Students must be able to install or arrange for the installation of specific browser plugins (such as Flash Player) and/or client side software (such as a PDF reader). Students should test computers intended for use in online coursework for basic compatibility with Central Michigan University systems and tools at global.cmich.edu/system-check.

VI. Methodology:

Lectures, discussions, small group activities/work, one research paper, an article review, a current event presentation, and a group chapter presentation. There will be a mid-term and a final examination. Students will be required to write a 10-page paper on a selected organizational behavior topic of their choosing from the textbook. More detailed information will be provided during the first class session. The format for the chapter and student presentations will be covered in class.

VII. Course Objectives:

Upon successfully completing this course, the student will be able to:

1. Examine, understand, and apply various organizational theories and concepts including decision making/problem solving, motivation, leadership, team building, goal setting, conflict management, effective communication and organizational change.
2. Critically evaluate administrative contexts and events in modern complex organizations, including the concept of organizations as systems.
3. Appraise potential limitations of current organizational theories as they apply to modern multicultural and international organizations.
4. Compare the range of possible structures and processes for meeting the goals and missions of organizations including the role of change and change processes in organizations.
5. Analyze the effects of individual, interpersonal, group/team, and organizational dynamics and interaction on organizational functions, productivity and culture.
6. Investigate and apply the primary characteristics, styles, and strategies of effective leadership to make appropriate decisions and plans for coordinating organizational goal and mission accomplishment.

7. Determine the range of problems in the work place that can be solved through an understanding of employee behavior and how that behavior affects the organization/system.

8. Demonstrate reasonable solutions to organizational dynamic problems using appropriate facts, concepts, principles, analytic techniques and theories.

9. Predict and discuss ethical issues involved in organizational dynamics and human behavior.

**Course Outline and Assignments:**

Prior to the first class session, send an email to the Instructor listing the three chapters (in priority order, from Chapters 9-17) that you would be interested in presenting to the class as part of a group.

| January 8  | Read Chapters 1-2  
What is Organizational Behavior; Diversity in Organizations |
|------------|----------------------------------------------------------|
| January 15 | Read Chapters 3-5  
Attitudes and Job Satisfaction; Emotions and Moods; Personality and Values |
| NO CLASS – Martin Luther King, Jr. Day | Post on the Discussion Board |
| January 22 | Read Chapters 6-8  
Perception and Individual Decision Making; Motivation Concepts; Motivation: From Concepts to Applications |
|            | Article review paper due |
| January 29 | Read Chapters 9-11  
Foundations of Group Behavior; Understanding Work Teams; Communication |
|            | Chapter group presentations |
|            | Mid-Term Examination |
| February 5 | Read Chapters 12-13  
Leadership; Power and Politics |
|            | Chapter group presentations |
| February 12 | Read Chapters 14-15  
Conflict and Negotiation; Foundations of Organization Structure |
|            | Chapter group presentations |
| February 19 | Read Chapters 16-17  
Organizational Culture; Human Resource Policies and Practices |
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<thead>
<tr>
<th>Date</th>
<th>Activity</th>
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<tbody>
<tr>
<td>February 26</td>
<td>Read Chapter 18: Organizational Change and Stress Management</td>
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<tr>
<td></td>
<td>Finish Student paper presentations</td>
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<td>Final Examination</td>
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**Evaluation:**

<table>
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<tr>
<th>Component</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Chapter Presentation</td>
<td>10%</td>
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<tr>
<td>Research Paper (20%) and Presentation (5%)</td>
<td>25%</td>
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<tr>
<td>Article review paper</td>
<td>10%</td>
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<tr>
<td>Current Event Presentation</td>
<td>5%</td>
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<tr>
<td>Mid-term exam</td>
<td>20%</td>
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<tr>
<td>Final exam</td>
<td>20%</td>
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<tr>
<td>Participation</td>
<td>10%</td>
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<tr>
<td><strong>Total</strong></td>
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A student's participation grade will be based on the Instructor’s assessment of the quality of the student's constructive contributions to the learning experiences of all course participants. Participation will be evaluated on the basis of (1) the regularity of the students’ participation, (2) whether the students take the leading roles in certain discussions, (3) asking reading-informed questions about course subject matter, and (4) in a group, whether the students play the roles of leaders and followers well.

**Late Assignments:**
Late assignments receive zero credit unless pre-approved by the professor. All examinations must be taken on the scheduled dates unless other arrangements have been made with the professor prior to the scheduled dates.

**Make-ups and Rewrites:**
There will be no extra-credit assignments or extra-credit work accepted at any time during this course, unless specifically approve by the professor.

**Attendance Policy:**
Attendance, demonstrated in task participation, is mandatory to be able to contribute in a timely manner to course learning experiences. There will be no exceptions to this policy.

**Class Participation:**
A participant's course participation grade will be based on the professor's assessment of the quality of the participant's constructive contributions to the learning experiences of all participants in the course.
**Grading Scale:**

- 94-100 A
- 90-93 A-
- 87-89 B+
- 84-86 B
- 80-83 B-
- 77-79 C+
- 74-76 C
- <74 E

**General:**

1. **Academic Dishonesty:** Written or other work which a student submits must be the product of her/his own efforts. Plagiarism, cheating and other forms of academic dishonesty, including dishonesty involving computer technology, are prohibited. Further information on Academic Dishonesty can be found in the current Bulletin.

2. **ADA:** CMU provides individuals with disabilities reasonable accommodations to participate in educational programs, activities and services. Students with disabilities requiring accommodations to participate in class activities or meet course requirements should contact Student Disability Services at 989-774-3018 or by e-mail at sds@cmich.edu at least 4-6 weeks prior to the start of class. SDS is located in the Park Library, room 120. Students may find additional information and forms at http://www.cmich.edu/Student_Disability_Services.htm.

**Student's Rights and Responsibilities:**
http://www.cmich.edu/policies-procedures/code-student-rights

**X. Bibliography**

**MANAGEMENT:**


**STRATEGIC PLANNING:**


**DECISION MAKING:**


**ORGANIZATIONS:**


**ORGANIZATIONAL CHANGE:**


**ORGANIZATIONAL EFFECTIVENESS:**


