

Course: Organizational Behavior (BUS326) Semester: Fall 2020  
Days and Times: T/Th 5:00-6:20pm  
Classroom: Online (at least until mid-October)  
Instructor's Name: Professor Chihmao Hsieh (*pronounced 'shay'*)  
Email: chihmao.hsieh at sunykorea  
Office: B5.22  
Office Hours: T/Th: 1:30pm-3:30pm (appointment preferred)

## **COURSE BACKGROUND**

*Objectives:* Each one of us is part of not just one organization but of various organizations. A family is a kind of organization. Schools are a kind of organization. Even orchestras and kids' sports teams are organizations. But after graduation, in your worklife, you will likely be *employed* by and *immersed* in a far more complex organization. Certainly, organizations are made up of multiple people—actually, humans—and each human and person has their own psychology, attitudes, and behaviors. When people tackle an organizational goal, the organization must coordinate and can behave *dynamically* in predictable and unpredictable ways. Along this line, we will explore, describe, & investigate how organizations behave.

**Required Materials:** All material (including any cases, readings, and lecture material) will be available on <http://chsieh.com>. The password for the course page is “minor”.

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**Attendance.** For all Zoom sessions, you will be required to sign into Zoom and turn on your video. *Each class period* if I call your name and you do not answer, there will be a **0.1% course grade penalty**. I will be including a 5-minute break in the middle of each Zoom class for bathroom and beverage breaks.

**Homework.** There are only two homeworks assigned during the semester. Each homework will be made up of “long-answer” questions, i.e. questions that require at least ~12 sentences to answer properly. These homeworks must be completed individually. Homework will likely be assigned via Qualtrics. On average, you can expect roughly 30-40 pages of reading, per week. Please save your homework as a .doc file in case Qualtrics runs into technical difficulties!... Late homeworks will generally **not** be accepted. If I ask you to re-do an assignment, the best score that you can receive will still be lower than the next higher score on that assignment in our class this semester. You cannot re-do an assignment unless I request it.

Organizational Behavior is not an exact science; there is room for subjectivity and opinion. Thus, homeworks assess your knowledge of concepts as well as your critical thinking, and are graded based on the clarity, completeness, and conciseness of your answers. Mainly, Homework #1 and #2 are designed to familiarize you with my grading standard, for the final exam. Please come see me if you have a need for specialized feedback.

**Quizzes.** There will be four quizzes during the semester, all held in the classroom. They will consist of multiple choice questions and short-answer questions. The short-answer questions will require something like 4-6 sentences to answer. I anticipate that you will have 20 minutes to complete the quiz in class.

**Midterm.** *There will be no midterm in this course this semester.* In fact, the quizzes substitute for the midterm. I structure the course this way because I believe that OB is a topic that is best learned by combining concepts over time.

**Final exam.** It will be 2½ hours long, and composed of multiple choice, and “long-answer” questions.

**Course grading.** There are 320 points total, in this course. You can expect the following breakdown: Quizzes (closed book/notes) are 80 pts total, Homeworks are 100 pts total, and Final exam (open book/notes) is 140 points total... Grades will be updated roughly once a month (or when appropriate) and sent to you via a pdf. For this course, you should expect that I will be grading on a straight scale.

**Schedule for "Organizational Behavior" (Fall 2020)\***

	Week	Day	Date		Topic/event	Please read	In-class exercise or activities	Homework due dates
	1	Tues	25-Aug		Syllabus and Introduction/Purpose of OB	Chapter 1	Tues: How would you order the topics in this course?	
		Thurs	27-Aug				Assigned on Thurs for next Tues: Personality tests. We break into groups and discuss what it all means.	
The individual	2	Tues	1-Sep		Personality and Values	Chapter 5		
		Thurs	3-Sep		Emotions and Moods	Chapter 4	<a href="#">Thurs: Watch "Mercy of your emotions"</a>	
	3	Tues	8-Sep		Motivation: Concepts	Chapter 7	<a href="#">Tues: Watch "The Surprising Truth"</a>	
		Thurs	10-Sep		Motivation: Applications	Chapter 8	<a href="#">Thurs: Watch "The Puzzle of Motivation"</a>	
	4	Tues	15-Sep				Tues: QUIZ #1 covers Week 2-3 (Ch 1, 5, 4, 7)	
		Thurs	17-Sep		Attitudes and Job Satisfaction	Chapter 3	<a href="#">Thurs: Watch "Getting stuck in the negatives"</a>	
5	Tues	22-Sep		Perception and Individual Decision-making	Chapter 6		Homework #1 due: Thurs Sept 24 11:59pm	
6	Tues	29-Sep		no class				
	Thurs	1-Oct		no class				
The group and The organization	7	Tues	6-Oct		Foundations of Group Behavior	Chapter 9		
		Thurs	8-Oct				<a href="#">Thurs: Watch "Power of the Crowd"</a>	
	8	Tues	13-Oct		Understanding Work Teams	Chapter 10		Tues: QUIZ #2 covers Week 4-7 (Ch 8, 3, 6, 9)
		Thurs	15-Oct					
	9	Tues	20-Oct		Communication	Chapter 11		
		Thurs	22-Oct					
	10	Tues	27-Oct		Organizational structure	Chapter 15		Tues: QUIZ #3 covers Week 8-9
		Thurs	29-Oct		Organizational culture	Chapter 16	<a href="#">Thurs: Watch "Bring out the best"</a>	
	11	Tues	3-Nov		Power and politics	Chapter 13		
		Thurs	5-Nov				<a href="#">Thurs: Watch "Need to understand power"</a>	
12	Tues	10-Nov		Conflict and negotiation	Chapter 14		Tues: QUIZ #4 covers Week 10-11	
	Thurs	12-Nov				<a href="#">Thurs: Watch "Walk from no to yes"</a>	Homework #2 due: Fri Nov 13 11:59pm	
13	Tues	17-Nov		Leadership	Chapter 12			
	Thurs	19-Nov				<a href="#">Thurs: Watch "Great Leaders inspire Action"</a>		
14	Tues	24-Nov		Description of exam and review "The Individual"				
	Thurs	26-Nov		Review "The group and The organization"				
15	Tues	1-Dec		no class				
	Thurs	3-Dec		no class				

Finals week

**Final exam**

\*This course is an "Even-week" course, meaning that we meet in-person in the classroom during the even-numbered weeks (highlighted in yellow).

~Note that the Final Exam will definitely cover Week 12-13 material.

All video links will be listed at our course page on [www.chsieh.com](http://www.chsieh.com).