

Course: Organizational Behavior (BUS326)  
Days and Times: T/Th 5:00-6:20pm  
Classroom: Online

Semester: Spring 2021

Instructor's Name: Professor Chihmao Hsieh (*pronounced 'shay'*)  
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Office: B5.22  
Office Hours: Online after class (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 readings, lecture material, and cases) will be available on <http://chsieh.com>. The password for the course page is “minor”. [Important: Please make sure to join the BUS326 Katalk group.]

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**Attendance.** For all Zoom sessions, you will be required to sign into Zoom and turn on your video. I will be including a 5-minute break in the middle of many Zoom classes for bathroom and beverage breaks. (It is likely that we will switch to Gather early in the semester; if so, details will follow.)

**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 a 1/3 or 1/2 page to answer properly. These homeworks must be completed individually. Homework will likely be assigned via Qualtrics. On average, you can expect roughly 20-30 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 likely 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. Please come see me if you have a need for specialized feedback.

**Quizzes.** There will be four quizzes during the semester, all held on Qualtrics. You may use either computer or smartphone to complete the quizzes. Each quiz 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 ~2 hours long, and composed of multiple choice, and Short Story response questions. Details of the structure of the Final Exam will be described 1-2 weeks beforehand.

**Course grading.** You can expect the following breakdown:

Quiz #1	7.5%
Quiz #2	7.5%
Quiz #3	7.5%
Quiz #4	7.5%
Homework #1	15%
Homework #2	15%
Final Exam	40%

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### **Academic Integrity Statement**

Each student must pursue his or her academic goals honestly and be personally accountable for all submitted work. Representing another person's work as your own is always wrong. Faculty is required to report any suspected instances of academic dishonesty to the Academic Judiciary. Faculty in the Health Sciences Center (School of Health Technology & Management, Nursing, Social Welfare, Dental Medicine) and School of Medicine are required to follow their school-specific procedures. For more comprehensive information on academic integrity, including categories of academic dishonesty please refer to the academic judiciary website at [http://www.stonybrook.edu/commcms/academic\\_integrity/index.html](http://www.stonybrook.edu/commcms/academic_integrity/index.html)

### **Critical Incident Management**

Stony Brook University expects students to respect the rights, privileges, and property of other people. Faculty are required to report to the Office of Student Conduct and Community Standards any disruptive behavior that interrupts their ability to teach, compromises the safety of the learning environment, or inhibits students' ability to learn. Faculty in the HSC Schools and the School of Medicine are required to follow their school-specific procedures. Further information about most academic matters can be found in the Undergraduate Bulletin, the Undergraduate Class Schedule, and the Faculty-Employee Handbook.

**Schedule for "Organizational Behavior" (Spring 2021)\***

	Week	Day	Date		Topic/event	Please read	In-class exercise or activities	Homework due dates
	1	Tues	23-Feb		Syllabus and Introduction/Purpose of OB	Chapter 1	Tues: How would you order the topics in this course?	
		Thurs	25-Feb					
	2	Tues	2-Mar		Personality and Values	Chapter 5		
		Thurs	4-Mar		Emotions and Moods	Chapter 4		
		Mon	8-Mar		Last day to drop course without "W" on transcript			
	3	Tues	9-Mar		Motivation: Concepts	Chapter 7		
Thurs		11-Mar						
	4	<b>Tues</b>	<b>16-Mar</b>		Motivation: Applications	Chapter 8	Tues: QUIZ #1 covers Week 1-3 (Ch. 1, 5, 4, 7)	
		Thurs	18-Mar					
	5	Tues	23-Mar		Perception and Individual Decision-making	Chapter 6		Homework #1 due: Fri Mar 26 11:59pm
		Thurs	25-Mar					
	6	Tues	30-Mar		Additional biases and heuristics	TBD/PPT		
		Thurs	1-Apr		Foundations of Group Behavior	Chapter 9		
	7	Tues	6-Apr		Understanding Work Teams	Chapter 10	Thurs: QUIZ #2 covers Week 4-7 (Ch 8, 3, 6, 9, and Biases)	
		<b>Thurs</b>	<b>8-Apr</b>					
	8	Tues	13-Apr		Trust	TBD/PPT		
		Thurs	15-Apr		Communication	Chapter 11		
	9	Tues	20-Apr		Organizational structure I	Chapter 15		
		Thurs	22-Apr					
		Fri	23-Apr		Last day to drop course (with "W" on transcript)			
	10	<b>Tues</b>	<b>27-Apr</b>		Organizational structure II	Chapter 15	Tues: QUIZ #3 covers Week 7.5-9 (Ch 10, 11, and Trust)	
Thurs		29-Apr		Power and politics	Chapter 13			
	11	Tues	4-May	no class				
		Thurs	6-May	no class				
	12	Tues	11-May		Organizational culture	Chapter 16	Thursday session: in-class activities TBD	Homework #2 due: Fri May 14 11:59pm
		Thurs	13-May					
	13	<b>Tues</b>	<b>18-May</b>		Conflict and negotiation	Chapter 14	Tues: QUIZ #4 covers Week 10-11 (Ch 13, 15, 16)	
		Thurs	20-May					
	14	Tues	25-May		Leadership	Chapter 12		
		Thurs	27-May					
	15	Tues	1-Jun		Description of exam and review "The Individual"			
		Thurs	3-Jun		Review "The group and The organization"			
		Finals week			<b>Final exam (Thurs June 17, 3:15-5:45pm)</b>		The Final Exam will also cover Ch 12 and 14	

**Bolded** dates indicate quiz dates.