

**OBHR 330 – SECTION 1  
INTRODUCTION TO ORGANIZATIONAL BEHAVIOR  
SPRING 2017 SYLLABUS**

**INSTRUCTOR:** Catherine Kleshinski  
**OFFICE LOCATION:** KRAN B024K (Office suite to the left as you exit the elevator on B)  
**OFFICE HOURS:** M/W 8:30-9:30 or by appointment  
**E-MAIL:** [ckleshin@purdue.edu](mailto:ckleshin@purdue.edu)  
**OFFICE PHONE:** (765) 496-2052

**CLASS TIMES:** M/W/F 7:30-8:20AM (Section 1)  
**CLASS LOCATION:** RAWL 1062

**REQUIRED TEXT:** Colquitt, Jason A.; LePine, Jeffrey A.; Wesson, Michael J. (2015). *Organizational Behavior: Improving Performance and Commitment in the Workplace*. McGraw Hill Publishing. (4<sup>th</sup> Edition)

\*You CANNOT pass this course without reading the required textbook. It is strongly recommended that you do one of the following: buy the textbook, share the textbook with someone, read the ebook through your Connect access (more on that below), or checkout a copy on reserve in the Parrish Library of Management & Economics (see note below).

\*Note: at least one copy of the textbook is available at the Parrish Library in the Krannert Building to check out. There are approximately 380 students taking this course this semester, thus this copy will be in high demand. Please plan accordingly.

**CLASS WEBSITE FOR COURSE INFORMATION AND POWERPOINT SLIDES:**

Blackboard Learn: <https://mycourses.purdue.edu/>

It is your responsibility to check Blackboard postings before class. All course slides will be made available on Blackboard by 6PM the day before class. Many students find it helpful to print out the slides before class and take notes on them during class. Homework assignments and grades will also be posted to Blackboard. Homework assignments will be facilitated through McGraw-Hill Connect, which is a required web-based learning tool that accompanies your textbook. If you opt not to purchase the textbook (or purchase a used copy), you can access Connect by purchasing a code for it separately through the Purdue bookstore.

**IN CASE OF A CAMPUS EMERGENCY:** In the event of a campus emergency or adverse weather conditions, classes may be delayed, dismissed or cancelled and course requirements, deadlines and grading percentages are subject to changes that may necessitate a revised course schedule or other circumstances. In the event of a campus emergency, please be sure to check Blackboard for any course schedule changes.

**COURSE OBJECTIVES:** Organizational behavior is the interdisciplinary field dedicated to understanding and managing people at work. This course seeks to accomplish three primary objectives.

1. This course is designed to introduce you to the basic principles and concepts of organizational behavior.
2. This course will introduce you to the problems involved in managing people in organizations by examining issues relating to the interaction between human beings and the organizational context in which they work.
3. This course seeks to help you gain a better understanding of your own organizational behavior as an employee, team member, and leader.

**SEATING CHART:** There will be no seating chart due to the smaller size of this section. That said, I ask that you sit in the front few rows of the classroom so that we can efficiently communicate during class.

**PERFORMANCE EVALUATION:** Consistent with the grading system (i.e., “+” and “-” letter grades), final grades will be based upon the following criteria, weighted as follows:

|                               |                                       |
|-------------------------------|---------------------------------------|
| Exams                         | 60% (30% each; see below for details) |
| Team Research Project         | 25%                                   |
| Assignments and Participation | 15%                                   |

Grade cutoffs will be assigned based on the following scale\*:

|                   |   |    |                 |
|-------------------|---|----|-----------------|
| 97 – 100 percent  | = | A+ | (4.0 X sem hrs) |
| 92 – 96.9 percent | = | A  | (4.0 X sem hrs) |
| 90 – 91.9 percent | = | A- | (3.7 X sem hrs) |
| 87 – 89.9 percent | = | B+ | (3.3 X sem hrs) |
| 82 – 86.9 percent | = | B  | (3.0 X sem hrs) |
| 80 – 81.9 percent | = | B- | (2.7 X sem hrs) |
| 77 – 79.9 percent | = | C+ | (2.3 X sem hrs) |
| 72 – 76.9 percent | = | C  | (2.0 X sem hrs) |
| 70 – 71.9 percent | = | C- | (1.7 X sem hrs) |
| 67 – 69.9 percent | = | D+ | (1.3 X sem hrs) |
| 62 – 66.9 percent | = | D  | (1.0 X sem hrs) |
| 60 – 61.9 percent | = | D- | (0.7 X sem hrs) |
| < 60 percent      | = | F  | (0.0 X sem hrs) |

\*Final grades will be dependent on the relative performance of students.

**UNDERGRADUATE MANAGEMENT PROGRAMS GRADING POLICY:** The Krannert School of Management has recommended a grade distribution mean of no higher than 3.0 (or average grade of “B”) for this and other upper division required undergraduate Management courses.

**EXAMS:** Three multiple-choice in-class exams will be given. Each exam will have 50 questions total and each question will be worth 2 points each. The objective of the exams is for you to demonstrate to me your grasp of the material. The exam questions will cover the assigned readings, material presented in class, as well as any in-class and homework assignments. **While the content of the course schedule may be tentative, the exam dates are firm.** The exams are **not** cumulative; rather each exam will only cover the material up to the class preceding it. There is no final exam in this course.

The exam portion of your course grade will be calculated using the **two** highest exam scores out of the three exams. Thus, your lowest exam score will be dropped. **Missed exams cannot be made up – no exceptions.** If you miss an exam, it will count as your lowest exam score and will be dropped. If you miss two exams, one exam will be dropped and you will receive a zero on the other exam – no exceptions.

**TEAM RESEARCH PROJECT:** You will be tasked with completing a team project with teams of approximately 4-5 members each. I will assign team membership in the second week of class. The project is comprised of conducting a research study on job performance or organizational commitment with the ultimate goal of allowing you to apply and explore many of the topics from class. You and your team will use interviews to identify predictors of one of two key OB outcomes (i.e., job performance and organizational commitment), and will collect survey data to test those predictions. The project will be completed in your teams and will culminate in a presentation near the end of the term. Several class sessions have been set aside for you to work on the team project (see in-class workdays in the tentative schedule below). I will also be providing materials you will

need and answering any questions you may have during these in-class workdays. More details are provided later in this syllabus.

**ASSIGNMENTS:** Throughout the semester, you will be required to complete both in-class assignments and homework assignments, which are both designed to help you internalize information from the readings and in-class lecture/discussion. Your completion and understanding of assignments will be counted towards the “assignments” portion of your grade.

**Homework assignments:** The goal of the homework assignments in this class is to ensure that you have read and comprehend the assigned required readings and are equipped to participate in class discussions and activities. Homework assignments will be announced in class and will also be posted on Blackboard. It is your responsibility to regularly check Blackboard for assignment information. Homework assignments must be completed on your own and you will have at least a week to complete each of them. Late homework assignments will not be accepted – no exceptions.

**In-class assignments:** The goal of the in-class assignments is twofold: (1) to simulate the challenges and questions that leaders, team members, and employees face and (2) to help you figure out how you can navigate such challenges and questions in your own careers. You will be required to turn in a hard copy of all IN-CLASS assignments. You may be asked to complete in-class assignments on your own, with a partner, or in your teams. In-class assignments will be graded on a pass/fail scale (1/0). However, turning in an assignment does NOT guarantee you a passing grade. You will receive a zero for an assignment that is incomplete, poorly done, or illegible. Late in-class assignments will not be accepted. Missed in-class assignments/exercises cannot be made up – no exceptions. However, I do realize that students might have to miss class sometime throughout the semester (due to interviews, illness, etc.); therefore, I will drop the 2 lowest in-class assignment grades over the course of the entire semester when determining final grades. Finally, the Survival simulation with your teammates (listed on the final week of class; please see the schedule below) will carry more weight than other in-class assignments and is not an assignment that you can drop from your final grade (i.e., completing this simulation assignment is required for all students).

**CLASS PARTICIPATION/ATTENDANCE:** Attendance will not be formally assessed; however, a number of in-class assignments will be given throughout the semester, which will contribute to the assignments portion of your grade for the course (see above). Participation is important since it not only helps you learn the material, but also helps you refine your communication skills. Thus, as a member of this class, you are expected to attend all class sessions and to come prepared for each class session, including having read the assigned reading. You are also **expected to consistently participate in class discussions and activities**, which will contribute to the “participation” portion of your grade. When class starts, please put away the newspaper, turn off or put on airplane mode any electronic devices (i.e., mobile phones, tablets, computers, etc.), and be prepared to listen and learn.

**EXTRA CREDIT:** In this course you may have opportunities to earn optional extra credit. These opportunities *could* include earning a 100% on LearnSmart assignments for at least 10 of the textbook chapters as well as participating and/or recruiting participants for a research study being conducted through the Krannert School of Management. Extra credit opportunities will be announced in class.

**ACADEMIC INTEGRITY:** There will be a **zero-tolerance** policy for lack of personal integrity in this course. At a minimum, cheating will result in a grade of “F” on the assignment or exam in question. *It’s also possible that a student will fail the class as a result.* It is always best to avoid the very *appearance* of cheating. All homework assignments should be completed on your own (if you have a question about a homework assignment please contact me directly) and cheating in any form on exams is prohibited. To become conversant with Krannert and Purdue’s academic integrity guidelines please review Purdue’s policy below and go to:

<http://www.purdue.edu/odos/osrr/academic-integrity/index.html>

*Purdue prohibits "dishonesty in connection with any University activity. Cheating, plagiarism, or knowingly furnishing false information to the University are examples of dishonesty." [Part 5, Section III-B-2-a, [Student Regulations](#)] Furthermore, the University Senate has stipulated that "the commitment of acts of cheating, lying, and deceit in any of their diverse forms (such as the use of substitutes for taking examinations, the use of illegal cribs, plagiarism, and copying during examinations) is dishonest and must not be tolerated. Moreover, knowingly to aid and abet, directly or indirectly, other parties in committing dishonest acts is in itself dishonest." [University Senate Document 72-18, December 15, 1972]*

I will take steps to discourage academic integrity violations by requiring that all electronic devices and material be put away during exams including mobile phones, tablets, and computers, and by having multiple forms of each exam. Talking to one another while taking exams in this course is strictly prohibited. Additionally, on exam days I ask that you space yourselves out in the classroom by leaving at least one seat between you and another person. It is your responsibility to police yourself.

Academic integrity is one of the highest values that Purdue University holds. Individuals are encouraged to alert university officials to potential breaches of this value by either emailing [integrity@purdue.edu](mailto:integrity@purdue.edu) or by calling (765) 494-8778. While information may be submitted anonymously, the more information that is submitted provides the greatest opportunity for the university to investigate the concern.

**STUDENTS WITH DISABILITIES:** If you need an accommodation in this class due to the impact of a documented disability, please arrange the accommodation through the Disability Resource Center (DRC). The DRC office is in Young Hall, Room 830 at 155 S. Grant Street behind the Krannert Building. You may also contact the DRC by emailing [drc@purdue.edu](mailto:drc@purdue.edu) or by calling (765) 494-1247.

**USE OF COPYRIGHTED MATERIALS:** Purdue University's policy on copyrighted materials, which pertains to course material such as notes, PowerPoint slides, and assignments in this class, is as follows. *Among the materials that may be protected by copyright law are the lectures, notes, and other material presented in class or as part of the course. Always assume the materials presented by an instructor are protected by copyright unless the instructor has stated otherwise. Students enrolled in, and authorized visitors to, Purdue University courses are permitted to take notes, which they may use for individual/group study or for other non-commercial purposes reasonably arising from enrollment in the course or the University generally. No individual is permitted to sell or otherwise barter notes, either to other students or to any commercial concern.*

**VIOLENT BEHAVIOR POLICY:** Purdue University is committed to providing a safe and secure campus environment for members of the university community. Purdue strives to create an educational environment for students and a work environment for employees that promote educational and career goals. Violent Behavior impedes such goals. Therefore, Violent Behavior is prohibited in or on any University Facility or while participating in any university activity. For more information about Purdue's Violent Behavior Policy, please view this link: <http://www.purdue.edu/policies/facilities-safety/iva3.html>

**TENTATIVE COURSE SCHEDULE:** The following dates are *tentative* and changes in the schedule may be necessary (some topics may take more time and others less time depending on students' interests). However, the dates of the exams and the Team Research Project due date are firm. The following schedule does not include all assignments, which will be assigned as described above.

Please complete all readings (chapters) before the class period in which it is listed. I reserve the right to give pop quizzes in class if I notice that students are regularly coming to class unprepared.

| Date        | Topic  | Required Reading (Prior to Class) | Events & Deliverables   |
|-------------|--|-----------------------------------|---|
| 1/9         | Syllabus & Introductions                     |                                   |   |
| 1/11        | What is Organizational Behavior? I           | Ch. 1                             |   |
| 1/13        | What is Organizational Behavior? II          | Ch. 1                             |   |
| <b>1/16</b> | <b>Martin Luther King Jr. Day (No Class)</b> |                                   |   |
| 1/18        | Job Performance I                            | Ch. 2                             | Ch. 1 Homework due by 11:59PM   |
| 1/20        | Job Performance II / Org. Commitment I       | Ch. 2 & 3                         | Team membership assigned  |
| 1/23        | Org. Commitment II                           | Ch. 3                             |   |
| 1/25        | Job Satisfaction I                           | Ch. 4                             | Ch. 2 & 3 Homework due by 11:59PM   |
| 1/27        | Job Satisfaction II                          | Ch. 4                             |   |
| 1/30        | Stress I                                     | Ch. 5                             |   |
| 2/1         | Stress II                                    | Ch. 5                             | Ch. 4 & 5 Homework due by 11:59PM   |
| 2/3         | <b>Exam I</b>                                | Ch. 1-5                           |   |
| 2/6         | In-class Team Project workday                |                                   |   |
| 2/8         | Motivation I                                 | Ch. 6                             |   |
| 2/10        | Motivation II                                | Ch. 6                             |   |
| 2/13        | Trust, Justice, & Ethics I                   | Ch. 7                             | Theory Building Phase of Team Research Project (details below) should be complete |
| 2/15        | Trust, Justice, & Ethics II                  | Ch. 7                             | Ch. 6 & 7 Homework due by 11:59PM   |
| 2/17        | Learning & Decision Making I                 | Ch. 8                             |   |
| 2/20        | Learning & Decision Making II                | Ch. 8                             |   |
| 2/22        | Personality & Cultural Values I              | Ch. 9                             |   |
| 2/24        | Personality & Cultural Values II             | Ch. 9                             | Ch. 8 & 9 Homework due by 11:59PM   |
| 2/27        | Ability I                                    | Ch. 10                            |   |
| 3/1         | Ability II                                   | Ch. 10                            | Ch. 10 Homework due by 11:59PM  |
| 3/3         | <b>Exam II</b>                               | Ch. 6-10                          |   |
| 3/6         | In-class Team Project workday                |                                   |   |
| 3/8         | Teams I                                      | Ch. 11                            |   |
| 3/10        | Teams II                                     | Ch. 11                            |   |
| 3/13        | <b>Spring Break (No Class)</b>               |                                   |   |
| 3/15        | <b>Spring Break (No Class)</b>               |                                   |   |
| 3/17        | <b>Spring Break (No Class)</b>               |                                   |   |
| 3/20        | Teams III                                    | Ch. 12                            |   |
| 3/22        | Teams IV                                     | Ch. 12                            | Ch. 11 & 12 Homework due by 11:59PM   |
| 3/24        | Leadership I                                 | Ch. 13                            |   |
| 3/27        | Leadership II                                | Ch. 13                            |   |
| 3/29        | Leadership III                               | Ch. 14                            |   |

| Date | Topic                           | Required Reading<br>(Prior to Class) | Events & Deliverables  |
|------|---------------------------------|--------------------------------------|--|
| 3/31 | Leadership IV                   | Ch. 14                               | Ch. 13 & 14 Homework due by 11:59PM  |
| 4/3  | In-class Team Project workday   |                                      |  |
| 4/5  | In-class Team Project workday   |                                      | Theory Testing Phase of Team Research Project (details below) should be complete |
| 4/7  | Organizational Culture I        | Ch. 16                               |  |
| 4/10 | Organizational Culture II       | Ch. 16                               |  |
| 4/12 | Exam Review                     |                                      | Ch. 16 Homework due by 11:59PM<br>Bring questions about Ch. 11-14 & 16 to class  |
| 4/14 | <b>Exam III</b>                 | Ch. 11-14 & 16                       |  |
| 4/17 | No Class (Team Project workday) |                                      |  |
| 4/19 | No Class (Team Project workday) |                                      | Team Research Projects due by 11:59PM  |
| 4/21 | Team Project Presentations      |                                      |  |
| 4/24 | Team Project Presentations      |                                      |  |
| 4/26 | Integrative Survival Simulation |                                      | Team Research Project:<br>Self- & Peer-Evaluations due by 11:59PM                |
| 4/28 | Integrative Survival & Wrap-Up  |                                      |  |