

Course: Organizational Behavior (BUS326)
Days and Times: T/Th 5:00-6:20pm
Classroom: B205

Semester: Spring 2022

Instructor's Name: Professor Chihmao Hsieh (*pronounced 'shay'*)
Email: chihmao.hsieh at sunykorea
Office: B5.22
Office Hours: Appointment preferred



TA: Sophie Park
Email: [Sophie.Park at stonybrook](mailto:Sophie.Park@stonybrook.edu)

COURSE BACKGROUND

Objectives: As members of many types of organizations throughout our lives, we are all affected at some time or another by their internal dynamics. These dynamics consist of the behaviors of individuals and students as they work and interact together within the organization. To help us best understand and address these issues, the field of organizational behavior has developed as the study of the behavior of individuals and students in organizations.

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.]

Attendance. I will collect attendance daily. The truth is that student grades in my BUS326 course remarkably correlate with attendance. (Please note that I will follow the SUNY Korea handbook when it comes to grades based on attendance.)

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 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 critical thinking and your ability to integrate concepts*, 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. Each quiz will consist of multiple choice questions (including fill-in-the-blank) 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. *[Please note that if we are physically in the classroom for quizzes, the quizzes will **not** include short-answer questions.]*

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%

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

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 2022)*

	Week	Day	Date		Topic/event	Please read	In-class exercise or activities	Homework due dates
	1	Tues	22-Feb		Syllabus and Introduction/Purpose of OB	Chapter 1	Tues: How would you order the topics in this course?	
		Thurs	24-Feb					
The individual	2	Tues	1-Mar	no class				
		Thurs	3-Mar		Personality and Values	Chapter 5		
	Mon		7-Mar	Last day to drop or submit LOA/Term Withdrawal without a "W" (withdraw) recorded on transcript.				
	3	Tues	8-Mar		Emotions and Moods	Chapter 4		
		Thurs	10-Mar		Motivation: Concepts	Chapter 7		
	4	Tues	15-Mar		Motivation: Applications	Chapter 8	Thurs: QUIZ #1 covers Week 1-3 (Ch. 1, 5, 4, 7)	
		Thurs	17-Mar					
	5	Tues	22-Mar		Attitudes and Job Satisfaction	Chapter 3		
		Thurs	24-Mar		Perception and Individual Decision-making	Chapter 6		Homework #1 due: Fri Mar 25 11:59pm
	6	Tues	29-Mar					
The group and The organization		Thurs	31-Mar		Social exchange theory	See website		
	7	Tues	5-Apr		Foundations of Group Behavior	Chapter 9		
		Thurs	7-Apr					
	8	Tues	12-Apr		Understanding Work Teams	Chapter 10	Tues: QUIZ #2 covers Week 4-7 (Ch 8, 3, 6, 9, and Social Exchange Theory)	
		Thurs	14-Apr		Trust	See website		
	9	Tues	19-Apr		Communication	Chapter 11		
		Thurs	21-Apr					
	Fri		22-Apr	Last day students can process a withdrawal from individual course(s) via SOLAR. "W" (withdrawal) will be recorded on transcript.				
	10	Tues	26-Apr		Organizational structure I	Chapter 15	Tues: QUIZ #3 covers Week 8-9 (Ch 10, 11, and Trust)	
		Thurs	28-Apr		Organizational structure II	Chapter 15		
	11	Tues	3-May		Power and politics	Chapter 13		
		Thurs	5-May	no class				
	12	Tues	10-May		Organizational culture	Chapter 16		Homework #2 due: Fri May 13 11:59pm
		Thurs	12-May					
	13	Tues	17-May		Conflict and negotiation	Chapter 14	Tues: QUIZ #4 covers Week 10-11 (Ch 13, 15, 16)	
		Thurs	19-May					
14	Tues	24-May		Leadership	Chapter 12			
	Thurs	26-May						
15	Tues	31-May		Description of exam and review "The Individual"				
	Thurs	2-Jun		Review "The group and The organization"				
	16	Tues	7-Jun	follow Wed				
		Finals week			Final exam (Thurs June 16, 3:15-5:45pm)		The Final Exam will also cover Ch 12 and 14	

Bolded dates indicate quiz dates.