

Course Syllabus

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Course Information

This course is offered collaboratively through the UW MBA Consortium. Campus specific course information is listed below:

UW-Eau Claire: MGMT 740: Organizational Management Foundation

UW-Oshkosh: MGMT 750

UW-LaCrosse: MGMT 703

Credit Hours: 2.0

Course Term: Fall 2019

Delivery Mode: Online

Instructor Information

Name: Dr. Rebecca Wyland

Home Campus: UW-Eau Claire

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Course Description

Welcome to the online foundation course, Organizational Management. Over the course of 7 weeks, we will explore major theoretical and practical ways of thinking about organizations, leadership, and effective action.

This course introduces students to issues related to the management of organizations. In the course we will examine and discuss theories and perspectives related to four major topics:

1. The environments that managers must consider as they perform their jobs
2. The key roles of managers in organizations
3. The factors that comprise an organization's architecture and its various forms
4. Managing people within organizations.

Textbook

Colquitt & Wesson. (2019). Organizational Behavior: Improving Performance and Commitment in the Workplace (6th Ed.). New York: McGraw-Hill Education. 978-1260157918

Participation

Your participation in this course requires:

- Access to a computer and high-speed Internet connection that is capable of accessing Canvas.

- Ongoing reading of the course text, frequent use of online course materials and use of other supplemental materials.
- A willingness to ask questions of the instructor if you do not understand an assignment.
- Interactions with fellow students in discussions.

Course Objectives

This course explores the many facets that contribute to or deter from successful organizational management. At the conclusion of this course, MBA students will be able to effectively:

1. Reflect on one's own behavior, attitudes, leadership styles and experience with organizational politics in the workplace.
2. Recommend courses of action to improve employees' motivation, behavior, wellness, and attitudes of organizational members by applying theoretical approaches.
3. Explain how a leader can use power and influence to resolve conflicts.
4. Assess how organizational culture builds a meaningful work environment.
5. Develop a plan to maintain or change an organization's culture and ensure that newcomers will fit with the culture.
6. Develop and implement a team building activity that builds positive interpersonal and group dynamics.
7. Recommend ways to improve the effectiveness of a team.

Course Topical Outline

- Unit 1: Job Performance and Organizational Commitment
- Unit 2: Job Satisfaction, Motivation, and Justice
- Unit 3: Work-Life Balance, Wellness, and Stress
- Unit 4: Effective Work Teams
- Unit 5: Leadership
- Unit 6: Power, Politics, and Conflict Resolution
- Unit 7: Culture, Diversity, and Structure

Assignments & Activities

The final grade earned for this course will be based on the final percentage of points earned during the term from the following categories:

Activity/Assignment	Points
4 discussions @ 25 points each	100
7 individual assignments @ 100 points each	700
Virtual Team Building group project	150
<ul style="list-style-type: none"> • 3 collaborations/group reflections @ 50 points each 	
Total	950

Grading Policy

Participants are expected to complete individual assignments on the dates given in the calendar and all of the course units must be completed within the seven-week period. Because some of your participation will be done within discussion groups, it is imperative that you complete each unit within the given time frame. The course will be most beneficial to you when you have an opportunity to submit a discussion posting and have time to receive comments and feedback from your peers.

Letter grades will be awarded in accordance with University policies following the standard practice of each UW campus participating in the UW Consortium. For example, an Oshkosh student in a given course will be graded based on Oshkosh policies, an Eau Claire student based on Eau Claire policies, and so on. These policies are summarized below:

Final Letter Grades Scale

Percentage	UWEC/Consortium/ UW-Parkside	UW- Oshkosh	UW-La Crosse
93-100%	A	A	A
90-92.9%	A-	A-	AB
87-89.9%	B+	B+	AB
83-86.9%	B	B	B
80-82.9%	B-	B-	BC
77-79.9%	C+	C+	BC
73-76.9%	C	C	C
70-72.9%	C-	C	C
67-69.9%	D+	F	D
63-66.9%	D	F	D
60-62.9%	D-	F	D
0-59.9%	F	F	F

Excused Absence Policy

An absence will be considered excused or authorized according to the following institutional policies:

1. The student's home campus policy on excused absences will apply.
 - o **UW – La Crosse**
 - o **UW – Oshkosh**
 - o **UW – Parkside**
2. UW MBA Consortium students will follow the **UW – Eau Claire Authorized Absence Policy**.

If your absence falls into the excused absence category, please contact me as soon as possible. I may request that you provide documentation, and I may need time to make alternative assessments available to you. Otherwise, the following late work policies apply to unexcused absences.

Discussions

There will be a 5-point deduction if the initial post is late but posted before the end of that week's discussion period. There will be a 10-point deduction if no initial post is posted. There will be a 5-point deduction if the response post is

posted within one day of the close of the discussion period. There will be a 10-point deduction if no response post is posted.

Written Assignments

There will be a 5-point deduction for each day a written assignment is late.

Communication, Feedback, & Evaluation

- You are expected to complete all assigned activities and reading throughout the course. Written work should follow the APA format. Guidelines for the APA format area available in many areas including the **Purdue Online Writing Lab** website.
- The Canvas grade book will be used to record all scores. You should be able to follow your progress in the grade book.
- Correspondence with classmates can be done through the discussion forums, through Conversations, or within the group site available for any of your small groups (access through People).

Netiquette

The format and intended culture of this course includes considerable conversation and listening to the ideas of others. Our guideline throughout the course will be "respect." Whether you agree or disagree with what is being said, please treat each other with respect. This respect can be demonstrated through responding to discussions with tact and understanding. Humiliation, swearing and teasing or bullying someone is not appropriate in any class.

Academic Conduct

To foster a productive learning environment, all students are required to accept and adhere to the Student Code of Conduct agreement in order to participate in this course.

Academic Integrity Policy

All class materials are the intellectual property of the instructor and may not be shared outside of this course (e.g., to commercial "study sites") without my permission.

Academic dishonesty is not acceptable. The UW-System subscribes to the definitions of academic dishonesty provided by the National Association of Student Personnel Administrators. These include:

- Cheating - Intentionally using or attempting to use unauthorized materials, information or study aids in any academic exercise.
- Fabrication - intentional and unauthorized falsification or invention of any information or citation in academic exercise.
- Plagiarism - intentionally or knowingly representing the words or ideas of another as your own in any academic exercise. Plagiarism is considered a form of theft and at the university is a serious violation. Penalties can range from a lowered grade to expulsion.
- Facilitating academic dishonesty - intentionally or knowingly helping or attempting to help another commit an act of academic fraud.
- All quotes and direct references must include citations. Remember to use APA format. See the **OWL website from Purdue** for APA citation guidelines.

Accommodation for Students with Disabilities

In order to ensure that all of our students have equitable access to our online course materials, we strive to meet the guidelines set by Section 508 of the Rehabilitation Act, which requires the public to provide reasonable accommodations to individuals with disabilities when posting web-based materials. Canvas is **compliant with W3C's Web Accessibility Initiative** and with **Section 508** guidelines. Additionally, Canvas was certified as a **substantially conformant LMS** by WebAIM, a third party authority in web accessibility. If you find that course materials are not posted in a format that meets your needs, or you need testing accommodations, please contact Online Course Support at 1-715-836-6020 or email **BIZHelp@uwec.edu** and we will work with you to find a reasonable accommodation.

Course Summary:

Date	Details	
Mon Oct 28, 2019	<u>Complete the Code of Conduct</u>	12am
Tue Oct 29, 2019	<u>Unit 1 Learning Objectives & Readings</u>	to do: 11:59pm
Wed Oct 30, 2019	<u>Unit 1 Individual Assignment</u>	due by 11:59pm
	<u>Unit 1 Introductions & Discussion</u>	due by 11:59pm
Sun Nov 3, 2019	<u>Unit 1 Discussion Response</u>	to do: 11:59pm
Tue Nov 5, 2019	<u>Unit 2 Learning Objectives & Readings</u>	to do: 11:59pm
Wed Nov 6, 2019	<u>Unit 2 Discussion</u>	due by 11:59pm
	<u>Unit 2 Individual Assignment</u>	due by 11:59pm
Sun Nov 10, 2019	<u>Unit 2 Discussion Response</u>	to do: 11:59pm
Tue Nov 12, 2019	<u>Unit 3 Learning Objectives & Readings</u>	to do: 11:59pm
Wed Nov 13, 2019	<u>Unit 3 Discussion</u>	due by 11:59pm
	<u>Unit 3 Individual Assignment</u>	due by 11:59pm
Sun Nov 17, 2019	<u>Unit 3 Discussion Response</u>	to do: 11:59pm
Tue Nov 19, 2019	<u>Unit 4 Learning Objectives & Readings</u>	to do: 11:59pm
Wed Nov 20, 2019	<u>Unit 4 Discussion: Develop your Team Collaboration Process</u>	due by 11:59pm
	<u>Unit 4 Individual Assignment</u>	due by 11:59pm
Fri Nov 22, 2019	<u>Midterm Course Evaluation</u>	to do: 11:59pm
Sun Nov 24, 2019	<u>Unit 4 Virtual Team Building Group Reflection</u>	due by 11:59pm
Tue Nov 26, 2019	<u>Unit 5 Learning Objectives & Readings</u>	to do: 11:59pm
Wed Nov 27, 2019	<u>Unit 5 Discussion: Identify your Virtual Team Building Activity</u>	due by 11:59pm
	<u>Unit 5 Individual Assignment</u>	due by 11:59pm
Sun Dec 1, 2019	<u>Unit 5 Virtual Team Building Group Reflection</u>	due by 11:59pm

Date	Details	
Tue Dec 3, 2019	<u>Unit 6 Learning Objectives & Readings</u>	to do: 11:59pm
Wed Dec 4, 2019	<u>Unit 6 Discussion: Complete the Virtual Team Building Activity</u>	due by 11:59pm
	<u>Unit 6 Individual Assignment</u>	due by 11:59pm
Sun Dec 8, 2019	<u>Unit 6 Virtual Team Building Group Reflection</u>	due by 11:59pm
	<u>Project Overview & Collaboration Tools</u>	to do: 11:59pm
Tue Dec 10, 2019	<u>Unit 7 Learning Objectives & Readings</u>	to do: 11:59pm
Wed Dec 11, 2019	<u>Unit 7 Discussion</u>	due by 11:59pm
	<u>Unit 7 Individual Assignment</u>	due by 11:59pm
Fri Dec 13, 2019	<u>Unit 7 Discussion Response</u>	to do: 11:59pm
	<u>Final Grade</u>	