

Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.

COURSE SYLLABUS

PSYC 640

ORGANIZATIONAL BEHAVIOR AND DEVELOPMENT

COURSE DESCRIPTION

Discussion of organization theories and organizational change. Consideration also given to group structure and processes.

RATIONALE

The purpose of this course is to give you both the skills and knowledge to be an effective organizational leader and influencer. It is not just your organizational knowledge and skill, but your individual skills and ability as a persuader, communicator, negotiator, and observer, that determine your success as an organizational leader. This course focuses on understanding the people, systems, and policies in organizations that influence organizational development, behavior, and change. This course also is designed to give you relevant theory, knowledge, and tangible skills to be effective in navigating and influencing real-world organizations. This course is the most practical or applied course in the I/O cognate.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

II. REQUIRED RESOURCE PURCHASES

Click on the following link to view the required resource(s) for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

III. ADDITIONAL MATERIALS FOR LEARNING

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Microsoft Word

IV. MEASURABLE LEARNING OUTCOMES

Upon successful completion of this course, the student will be able to:

- A. Utilize major topics and subspecialties, including critical theory and research findings that have served to define organizational behavior and development.
- B. Increase the understanding of the complicated systems of individual and group psychological processes involved in the world of work and how to interact with them.
- C. Connect both the basic and applied principles of industrial/organizational psychology to organizational behavior and development within organizations.
- D. Apply organizational behavior and development interventions to companies and evaluate their effectiveness.

V. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings and lecture presentations
- B. Course Requirements Checklist
After reading the Course Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.
- C. Personal Assessment Inventory & Applications (4)
In 4 of the 8 modules/weeks, the student will take an assessment, read the report, and discuss how it relates to the workplace. The student will then discuss a research study that used the scale and answer [an] applied question[s] related to scale.
- D. Management Lab Projects (8)
The student will complete a mini simulation project in his/her MyManagementLab account for each module/week. Each mini simulation project will include 10–15 questions, and will incorporate both activities and situations in which the student must apply the appropriate theory/knowledge/research to answer each question.
- E. Midterm Exam
This exam will cover the content in Modules/Weeks 1–4. The exam will be open-book/open-notes, contain 2 scenarios with individual questions per scenario, and have a 1-hour time limit.
- F. Final Exam
This exam will cover the content in Modules/Weeks 5–8. The exam will be open-book/open-notes, contain 3 scenarios with individual questions per scenario, and have a 1-hour-and-30-minute time limit.

VI. COURSE GRADING AND POLICIES**A. Points**

Course Requirements Checklist	10
Personal Assessment Inventory & Applications (4 at 25 pts ea)	100
Management Lab Projects (8 at 50 pts ea)	400
Midterm Exam (Modules 1–4)	200
Final Exam (Modules 5–8)	300
Total	1010

B. Scale

A = 940–1010 A- = 920–939 B+ = 900–919 B = 860–899 B- = 840–859
 C+ = 820–839 C = 780–819 C- = 760–779 D+ = 740–759 D = 700–739
 D- = 680–699 F = 0–679

C. Disability Assistance

Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

COURSE SCHEDULE

PSYC 640

Textbook: Robbins & Judge, *Organizational Behavior* (2017).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Robbins & Judge: chs. 1–2 1 presentation	Course Requirements Checklist Class Introductions PAIA 1 Management Lab Project 1	10 0 25 50
2	Robbins & Judge: chs. 3–4 1 presentation	Management Lab Project 2	50
3	Robbins & Judge: chs. 5–6 1 presentation	PAIA 2 Management Lab Project 3	25 50
4	Robbins & Judge: chs. 7–8 1 presentation	Management Lab Project 4 Midterm Exam	50 200
5	Robbins & Judge: chs. 9–10 1 presentation	PAIA 3 Management Lab Project 5	25 50
6	Robbins & Judge: chs. 11–12 1 presentation	Management Lab Project 6	50
7	Robbins & Judge: chs. 13–15 1 presentation	PAIA 4 Management Lab Project 7	25 50
8	Robbins & Judge: chs. 16–18 1 presentation	Management Lab Project 8 Final Exam	50 300
TOTAL			1010

PAIA = Personal Assessment Inventory & Application

NOTE: Each course module/week begins on Monday morning at 12:00 a.m. (ET) and ends on Sunday night at 11:59 p.m. (ET). The final module/week ends at 11:59 p.m. (ET) on **Friday**.