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

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Points</th>
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</thead>
<tbody>
<tr>
<td>Course Requirements Checklist</td>
<td>10</td>
</tr>
<tr>
<td>Personal Assessment Inventory &amp; Applications</td>
<td>100</td>
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<tr>
<td>Management Lab Projects</td>
<td>400</td>
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<tr>
<td>Midterm Exam (Modules 1–4)</td>
<td>200</td>
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<tr>
<td>Final Exam (Modules 5–8)</td>
<td>300</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1010</strong></td>
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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**


<table>
<thead>
<tr>
<th>Module/Week</th>
<th>Reading &amp; Study</th>
<th>Assignments</th>
<th>Points</th>
</tr>
</thead>
</table>
| 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.