

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 648

LEADERSHIP AND MOTIVATION

COURSE DESCRIPTION

Review of psychological theories of and research on motivation and their application to work. Highlights how leadership relates to motivation, workplace climate and attitudes, and group performance.

RATIONALE

This course presents the student with theory, research, and practical implementation in concepts related to leadership and motivation. As future employees and/or employers, this gives each student the knowledge and the practice of working with and understanding organizational issues related to both leadership and motivation. This class is essential to understanding and working in and for organizations, as motivation and leadership are cornerstone issues that directly relate to the performance/functioning of the organization.

I. PREREQUISITE

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

II. REQUIRED RESOURCE PURCHASE

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. Blackboard [recommended browsers](#)
- D. Microsoft Office

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 the fields of leadership and motivation.
- B. Explain the complicated systems of individual and group psychological processes involved in motivation and leadership.

- C. Connect both the basic and applied principles of motivation and leadership within organizations.
- D. Gain practical skills in regards to leadership and motivational development.
- E. Apply both the research and applied principles of motivation and leadership to work-related decisions.
- F. Apply a biblical worldview to both leadership and motivational principles.

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. Group Discussion Board Forums (8)

For this collaborative discussion board, the instructor will place the student into a group at the beginning of the course. The student is required to create a thread in response to the provided prompt for each forum; each thread must include the student's Weekly Summary and 5–10 takeaways and must be at least 250 words. In addition to the thread, each group must choose 1 Presenter (it must be a different student each module/week) to review all threads and post a research question to the board. Each student is then required to post at least 2 replies in response to the research question. Each reply must be at least 100 words and must reference at least 1 previous responder to the research question.

- D. Weekly Summaries (8)

The student will write a 250-word minimum summary that captures the weekly Reading & Study material for each module/week. The student must also write at least 5–10 takeaways along with each summary. These summaries will be used in conjunction with the weekly Group Discussion Board Forums. Each summary must reference at least 1 of the course textbooks and at least 1 journal article related to the topic. All references must be in current APA format.

- E. Case Studies (3)

The student will complete 3 Case Studies from the Northouse text that correspond to the Reading & Study material for that module/week. The student will answer 3–4 questions for each Case Study.

- F. Leadership Assessment Project

Using the assessments located in the Northouse text, the student will craft a 3–5-page project. The student will locate a person in leadership to conduct the assessment on, and include the following components in his/her project: a summary of the case, a proposed assessment based on the case, the assessment and its results, and proposed recommendations to increase leadership effectiveness.

G. Motivational Theory Intervention

The student will create a scenario in which a leader must use a specific strategy to motivate his/her employees. Using information learned from the Latham text, the student will use motivational theory to write a 4–5-page paper for this scenario. The paper must use 5–8 research articles, and all references must be in current APA format.

H. Final Exam

The final exam will cover the Reading & Study material for Modules/Weeks 1–8. The exam will be open-book/open-notes, contain 6 essay questions, and have a 2-hour time limit.

VI. COURSE GRADING AND POLICIES

A. Points

Course Requirements Checklist	10
Group Discussion Board Forums (8 at 25 pts ea)	200
Weekly Summaries (8 at 25 pts ea)	200
Case Studies (3 at 60 pts ea)	180
Leadership Assessment Project	120
Motivational Theory Intervention	200
Final Exam	100
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 Accommodation Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

If you have a complaint related to disability discrimination or an accommodation that was not provided, you may contact ODAS or the Office of Equity and Compliance by phone at (434) 592-4999 or by email at equityandcompliance@liberty.edu. Click to see a full copy of Liberty’s [Discrimination, Harassment, and Sexual Misconduct Policy](#) or the [Student Disability Grievance Policy and Procedures](#).

COURSE SCHEDULE

PSYC 648

Textbooks: Latham, *Work Motivation: History, Theory, Research & Practice* (2012).
Northouse, *Leadership: Theory & Practice* (2015).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Northouse: ch. 1 Latham: ch. 1 1 presentation	Course Requirements Checklist	10
		Class Introductions	0
		Group DB Forum 1	25
		Weekly Summary 1	25
2	Northouse: chs. 2–5 1 presentation	Group DB Forum 2	25
		Weekly Summary 2	25
		Case Study 1	60
3	Northouse: chs. 6–7 1 presentation	Group DB Forum 3	25
		Weekly Summary 3	25
		Case Study 2	60
4	Northouse: chs. 8–11, 13 1 presentation	Group DB Forum 4	25
		Weekly Summary 4	25
		Case Study 3	60
5	Latham: chs. 3–4 1 presentation	Group DB Forum 5	25
		Weekly Summary 5	25
		Leadership Assessment Project	120
6	Latham: chs. 6–7 1 presentation	Group DB Forum 6	25
		Weekly Summary 6	25
7	Latham: chs. 8–9 1 presentation	Group DB Forum 7	25
		Weekly Summary 7	25
		Motivational Theory Intervention	200
8	Latham: chs. 10–11 1 presentation	Group DB Forum 8	25
		Weekly Summary 8	25
		Final Exam	100
TOTAL			1010

DB = Discussion Board

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**.