Applied Organizational Behavior and Leadership

ORLG 2610
3 credits
Summer 2020
Jun 6-7 and July 11-12

Dr. Ann Rodier
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914-525-0500
Office Hours by Appointment

Course description: This course is designed for students to understand and apply major theories and research in behavior and leadership for use in organizational settings. The course provides an overview of individual, group and organizational issues as they are related to relationships and performance at work. The purpose of the course is for students to discover how behavioral and psychological concepts can be applied in management. The course prepares students for leadership positions in business and non-profit organizations.

Course content will include a broad range of topics including leadership theories and roles, team building, work motivation, emotional intelligence, communication at work, career development, conflict management, organizational change, stress management, legal and ethical issues, organizational structures and cultural diversity in the workplace.

Course Procedures: Course Procedures will combine lectures, individual and group exercises, video materials and discussions for the delivery of instruction.

Learning Objectives:

1. To develop an understanding of behavioral research in workplace settings.

2. To increase understanding of individual and group behaviors in the world of work.

3. To improve individual and group motivation in work settings

4. To apply research in psychology to Human Resource settings.

5. To advance the career development of course participants through an understanding of work-life concepts.
6. To learn strategies to successfully manage stress at work.

7. To learn strategies for handling work related conflicts

8. To prepare students for successful leadership positions in business and non-profit organizations.

9. To acquire team building strategies and understand their application at work.

10. To understand the importance of legal and ethical issues and recognize violations.

11. To recognize the contributions of workplace diversity.

**Required Texts:**


**Recommended Reading:**


Wayne Welton, Danie Dunn, Elizabeth Yost Hammer Cengage Learning.


**Course Requirements:**

Participation in all class discussions and Activities  
Completion of Assigned textbook and other readings assigned by instructor  
Completion of Research Paper  
Completion of Group Presentation  
Completion of Mid-Term and Final Exam

**Attendance/Lateness Policy:** Students are expected to attend all classes. In the event of an emergency, students are required to contact the professor before class. It is the responsibility of the student to make up any work from missed classes. In the event of missed classes students cannot receive full credit for class participation.

**Policy on Written Requirements:** The required paper must be completed in APA format. Samples and instructions for APA format will be provided in class. Written assignments must be grammatically correct. Late Papers cannot be awarded full credit.

**Grading Breakdown:**

- Class participation: 10%
- Research Paper: 20%
- Team Presentation: 20%
- Journal Articles: 10%
- Mid Term: 20%
- Final Exam: 20%

**University Policy on Academic Integrity:**

As stated in the University catalog, “Students are expected to abide by the University Code of Conduct and maintain the highest standards with regard to honesty, effort and performance. Violation of the University Code of Conduct may result in disciplinary action and/or failure in the course”.

Office of Disability Services:

Please contact the ODS number at 718-817-0655 to arrange services if you are a student with a documented disability. Accommodations are not retroactive, so you need to register with ODS prior to receiving your accommodations. Please see me after class or during office hours if you have questions or would like to submit your academic accommodations letter if you have previously registered.

The Writing Center:

The Writing Center is a free service for all Fordham Students. The Writing Center encourages and helps improve student writing of all levels and across all disciplines. Students can register and make appointments at fordham.edu/wc. Walk-ins are also welcome whenever space is available. The Rose Hill Writing Center is open Monday-Thursday, 9AM – 8PM and on Fridays 10 AM-5PM. It is located in the Walsh Library Reference Area, Room 121. Please visit fordham.edu/wc or call 718-817-0077.

Course Outline

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<th>Assignment</th>
<th>Due Date</th>
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<td>Course Introduction</td>
<td>Read Chapter 1</td>
<td>June 6</td>
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<td>Individual Differences and Processes</td>
<td>Read Chapter 2</td>
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<td>Personality factors</td>
<td>Read Chapters 3 and 4</td>
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<td>Valuing Diversity in Organizations</td>
<td>Read Chapter 6</td>
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<td>Motivation and Work Satisfaction</td>
<td>Read Chapters 7 and 8</td>
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<td>Employee Performance and Evaluation</td>
<td>Read Chapter 9</td>
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<td>Read Handouts</td>
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<td>Leadership and Team Development</td>
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<td>Read Chapter 11 and 12</td>
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<td>Journal Article Review</td>
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<td>Career Development</td>
<td>Complete On-line Research</td>
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<td>Power, Politics and Conflict</td>
<td>Read Chapter 13 and 14</td>
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<td>Stress Management at Work</td>
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<td>Team Presentation</td>
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<td>Emotional Intelligence</td>
<td>Read Journal Article</td>
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<td>Organizational Structures</td>
<td>Read Chapter 15</td>
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<td>Culture and Change in Organizations</td>
<td>Research Paper Due</td>
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<td>Read Chapter 16 and 17</td>
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<td>Review for Final Exam</td>
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<td>Course Review</td>
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