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## ORGANIZATIONAL BEHAVIOR in Fall 2019 (BA5021)

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|-----------------------|----------------------------|-------------------------|----------------|
| <b>Course Code</b>    | BA5021                     | <b>Professor(s)</b>     | Kate Yue Zhang |
| <b>Prerequisites</b>  | None                       | <b>Office Number</b>    |                |
| <b>Class Schedule</b> | M: 13:45-15:05 in<br>Q-704 | <b>Office Hours</b>     |                |
| <b>Credits</b>        | 2                          | <b>Email</b>            | kzhang@aup.edu |
| <b>Semester</b>       | Fall 2019                  | <b>Office Tel. Ext.</b> |                |

## Course Description

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### COURSE DESCRIPTION:

This course offers an in-depth overview of Organizational Behavior concepts and practices. We will cover conventional management theories and critical approaches, as well as sociological and psychological approaches. We will also explore individual, group and organizational dimensions within business and mission-driven organizations. Further, this course aims to facilitate the effective experiential learning of students through activities and problem-solving exercises based on real world examples.

This course is runs with an extended pedagogical mode to allow students time to fully engage with the subject. It is intended to run for a full regular semester, once per week.

### CORE THEMES:

In addition to the advanced theories and concepts of marketing that we will cover in the course, several crosscutting themes will also be included to provide a solid intellectual context for advance international marketing theories and practices, opportunities for interdisciplinary understanding, and real-world examples. These themes are incorporated into the course as lectures, case studies, articles, films and in-class activities.

- Personality traits, cultural values, and perception
- Teams and leadership
- Motivation
- Organizational structure and culture
- Trust, Justice and Ethics
- Managing conflict
- Organizational commitment

The course will be taught based on the case method, combined with lectures, discussions and graded group presentations. These core themes are incorporated into the case studies

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supported by the reading materials and films.

## Course Learning Outcomes

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Demonstrate an understanding of the fundamental principles of organizational behavior and management dynamics in organizations.

Develop abilities of applying organizational behavior theories to real-world problems faced by managers in a global and regional context.

Demonstrate the ability to research, produce, write and present a management report.

Develop teamwork and management potential in class discussion and group projects.

## General Education

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[PLEASE EDIT OR REMOVE THE FOLLOWING TEXT AS APPLICABLE]

The general education program at AUP consists of four requirements: Speaking the World, Modeling the World, Mapping the World, and Comparing Worlds Past and Present.

This course can be used to fulfill the [INDICATE THE REQUIREMENT(S) FULFILLED BY THE COURSE] requirement and as such has the following learning outcomes:

[INDICATE THE GENERAL EDUCATION LEARNING OUTCOMES]

## Course Outline

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**\*\*\*This schedule is for sample purposes and is subject to change based on the final number of students in the course and the cases**

**chosen by student groups for their analysis. A revised schedule will be issued during the second week of the course.\*\*\***

### **CLASS SCHEDULE:**

Please provide a detailed list of each session and/or week, with a guide to "Topics" or "Readings" as applicable. Choose your schedule and enter information accordingly, deleting unnecessary schedules.

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**September**

**Week I – 2nd – 6th**

Topic: Personality traits and diversity

**September 8th – last day to drop/add courses online**

**Week II – 9th – 13th**

Case study (theme: managing talented yet difficult personalities)

**Week III – 16th – 20th**

Topic: Cultural values

**Week IV – 23th – 27th**

Case study (theme: managing across cultures)

**Week V – 30th – 4th**

Panel discussion: Millennials at the workplace

**October**

**Week VI – 7th – 11th**

Topic: Teams and leadership

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**Week VII –14th – 18th**

Midterm exam

**October 16th, Mid-semester**

**October 18th, Mid-semester grades due**

**Week VIII – 21st – 25th**

Topic: Corporate culture

**Week IX - 28th – (1st)**

Case study: Lululemon

***October 30th – November 3rd, fall break (no classes)***

**November**

**Week X - 4th – 8th**

Guest talk: Recruiting and managing talents at Uber and Amazon in Europe

**November 4th, last day to withdraw from a course /no credit option**

**Week XI – 11th – 15th**

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**November 11th – 12th, Armistice Break (no classes)**

**Week XIII – 18th – 22nd**

Topic: Trust, justice and ethics

**Week XIV – 25th – 29th**

Case study (theme: managing conflicts)

**December**

**Week XV – 2nd – 6th**

Group project presentations

**December 6th, last day of classes,**

**December 7th - 11th, reading days**

**December 12th – 18th, Final Exam\_\_\_\_\_**

**January 2nd, all grades due**

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## Textbooks

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This course doesn't have any textbook.

## Attendance Policy

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### COURSE ATTENDANCE:

Students are expected to attend all course sessions. Only in the case of emergency situations, I may authorize a student to miss a course session. To receive approval for an excused emergency absence, the student should take the following steps:

- Contact the instructor immediately via e-mail to inform of your absence.
- Inform your group if presentations are taking place that day in class.
- Ask a friend or a member of your group to provide you with the handouts and notes relevant to the missed session and to brief you on the activities and discussion that took place during your absence, as well as the assignments required for the following session.
- Bring a doctor's note or some other form of documentation to justify an excused absence during the subsequent course session.

Attendance will be taken in the first ten minutes of the course. Students arriving late will be marked as such. Students leaving early will also be marked down on attendance. Attendance may be taken verbally or through a sign-in sheet. If a sign-in sheet is used, it is the student's responsibility to sign in. In general, students are expected to avoid disturbing the class by arriving late and leaving early. Please avoid unnecessary departures while the course is in session.

**Students more than three course sessions unexcused will automatically receive a failing grade. Missing an assignment or project deadline or group presentation will result in a failing grade for that item. Attendance has a significant impact in the calculation of final grades. Please bear in mind that poor attendance is the most common cause of negative outcomes in the course.**

**If a student is signed in on the attendance form and is verified to not be present in the**

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**course, it is a violation of the university's academic integrity policy and will result in a failing grade for the course.**

Students studying at The American University of Paris are expected to attend ALL scheduled classes, and in case of absence, should contact their professors to explain the situation. It is the student's responsibility to be aware of any specific attendance policy that a faculty member might have set in the course syllabus. The French Department, for example, has its own attendance policy, and students are responsible for compliance. Academic Affairs will excuse an absence for students' participation in study trips related to their courses.

Attendance at all exams is mandatory.

**IN ALL CASES OF MISSED COURSE MEETINGS, THE RESPONSIBILITY FOR COMMUNICATION WITH THE PROFESSOR, AND FOR ARRANGING TO MAKE UP MISSED WORK, RESTS SOLELY WITH THE STUDENT.**

Whether an absence is excused or not is ALWAYS up to the discretion of the professor or the department. Unexcused absences can result in a low or failing participation grade. In the case of excessive absences, it is up to the professor or the department to decide if the student will receive an "F" for the course. An instructor may recommend that a student withdraw, if absences have made it impossible to continue in the course at a satisfactory level.

Students must be mindful of this policy when making their travel arrangements, and especially during the Drop/Add and Exam Periods.

## **Grading Policy**

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### **GRADING:**

Student Performance will be evaluated based on the following factors:

#### **Class Participation**

Based on attendance and participation with group presentations, discussions and in-class projects, as well as group peer evaluations.

- Attendance: this is not simply a matter of being present, but also involves arriving on time and being prepared for each course session. Please bring the textbook to each class as well as any other materials that you may need.
- Course Discussions: Various activities, full class and small group discussions are an

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essential part of the learning experience in this course. Students are expected to actively participate by providing input and feedback to other students and by listening when other students are speaking.

- Peer Evaluations: Student group members will be expected to evaluate one another for the depth and effectiveness of their contribution to in-class activities and the final presentation. Evaluations will be cross-referenced for consistency and fairness.

### **Management report**

Students will be required to conduct an empirical study of an organization and complete a management report. The report should comprise the internal and external challenges and opportunities the organization faces, in- depth discussion preferably connecting the content of the current course to other business and non-business courses, and solutions and implications.

Students should demonstrate critical thinking, problem-solving, and composition skills in completing a management report individually.

### **Group project**

Students will be asked to complete an organizational analysis on an existing company in groups. Final assignment topics will be discussed during the course.

### **Grade Allocation**

Final grades will be weighted based on performance within the various criteria as follows. These calculations may be adjusted slightly as we progress through the semester:

|                                    |     |
|------------------------------------|-----|
| Class Participation and Attendance | 30% |
| Quizzes                            | 10% |
| Midterm Exam                       | 15% |
| Individual Management Report       | 10% |
| Group Project                      | 15% |
| Homework                           | 20% |

### **Grading Scale**

| Excellent         | Good           | Satisfactory      | Unsatisfactory    |
|-------------------|----------------|-------------------|-------------------|
| 100-95 A<br>(4.0) | 89-87 B+ (3.4) | 79-77 C+<br>(2.4) | 69-67 D+<br>(1.3) |
| 90-94 A-<br>(3.7) | 86-84 B (3.0)  | 76-74 C (2.0)     | 66-64 D (1.0)     |
|                   | 83-80 B-       | 73-70 C- (1.7)    | 60-63 D- (0.7)    |



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|  |       |  |                   |
|--|-------|--|-------------------|
|  | (2.7) |  |                   |
|  |       |  | Under 60 F<br>(0) |

Excellent: Reserved for superior quality and outstanding performance, including the use resources other than the textbook to complete assignments. Participates fully in course discussions and group activities, maintains excellent attendance, and performs extremely well on course exams. Completes all course readings in advance of the lecture.

Good: Above average quality and good performance. Uses assigned materials effectively and completes some research beyond the required or existing readings.

Satisfactory: Adequate and acceptable work in meeting course requirements, average performance. Completes required reading.

Unsatisfactory: Failed to meet basic course requirements, below average performance, poor attendance.

Students are expected to use resources other than the textbook to complete assignments. Outstanding and good performance will be awarded to those students who use additional resources in their coursework, take-home assignment

Students with unsatisfactory performance will be notified at the midterm point so that we may mutually assess the likelihood of successful course completion. Most often, in this course, poor performance is related to poor attendance.

**COURSE POLICIES:**

1. **Attendance:** Students that miss more than five unexcused course sessions may receive a failing grade. Missing an exam or group presentation will result in a failing grade for that item.
2. **Laptops:** Laptops should be not be used during classes unless specifically necessary for an in-class project. Exceptions may be made for students with physical and learning disabilities, with instructor permission only.
3. **Assignments:** Students are expected to turn in all course assignments on time. Late submissions will not be accepted unless prior arrangements are made or the process for emergencies is strictly followed.
4. **Communication:** We will use Blackboard for this course. Students are expected to check the Blackboard site, as well as their AUP email during the course for updates.

**Other**

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