

# SPC St. Petersburg College

## Study Abroad Colombia

### MAN 3240 - Organizational Behavior Syllabus

#### Instructor Web page:

<https://webapps.spcollege.edu/instructors/id/rojas.andres>



Hello and Welcome to International Business

My name is Dr. Andy Rojas, and I will be your professor for this course.

My career expands over 20-years working in international business, banking, finance, investments, international nonprofits, commercial finance, and capital markets. I have also consulted for local and international organizations that operate abroad; and from these experiences, I have gained a broad perspective on organizational problems, managerial challenges, and opportunities in International Business and Managing Cultural Diversity

I am excited you chose to embark on this educational journey, and I look forward to having you in the class!

#### **Professional Etiquette in Academia**

In academia, professors are addressed by their respective titles. In your communications with me you can address me as Dr. Rojas. When you submit a paper that requires a title page with the instructor's name, you can use Dr. Andy Rojas

## **Course Description**

This course will provide a broad overview of organizational functioning. This will include basic management, individual differences, diversity, communication, motivation, team building, leadership and the dimensions of organizational structure, design, culture and change.

**Course Goals:** Students will gain an understanding of the theory and practical application of the skills necessary to understand behavior within organizations.

### **1. The student will demonstrate an understanding of basic management functions, roles and skills by:**

- a. examining managerial perspectives of organizational behavior.
- b. applying the dimensions of basic management functions, roles and skills to case scenarios.
- c. identifying major organizational challenges and relating them to organizational behavior.
- d. explaining how to use the knowledge of organizational behavior to manage for effectiveness.

### **2. The student will demonstrate an understanding of ethical and diversity issues, multiculturalism and individual differences by:**

- a. defining ethics, diversity and individual differences.
- b. explaining why ethics, diversity and individual differences are important in organizations.
- c. identifying and applying various dimensions of ethics, diversity and individual differences to case studies.

### **3. The student will demonstrate an understanding of the theories of motivation as related to the work environment and differences in performance by:**

- a. defining motivation and examining the basic principles related to human behavior.
- b. comparing and contrasting various theories on motivation such as needs theories, equity theories and expectancy theories.

c. explaining differences in performance based on behavior approaches, intrinsic motivation, and goal-setting theory.

d. defining job satisfaction and examining the theories of job satisfaction and job design.

**4. The student will demonstrate an understanding of the dimensions of communication processes, and negotiation by:**

a. identifying the basic communication process steps.

b. explaining the barriers to communication and methods for conflict resolution.

c. discussing the importance of negotiation within the organizational framework.

**5. The student will demonstrate an understanding of group behavior and effective work teams by:**

a. explaining the different types of groups.

b. identifying the key factors affecting group performance and the effective elements of teamwork.

c. evaluating the benefit of teams.

d. identifying team development stages, attributes and behaviors.

e. planning and conducting effective team meetings.

**6. The student will demonstrate an understanding of the dimensions of organizational structure, design, culture and change by:**

a. defining organizational structure, design, culture and change and explaining how they affect employee behavior.

b. describing the basic dimensions and different approaches of structural configurations and organizational designs.

c. explaining the dual concepts of authority and responsibility.

d. identifying emerging issues in organizational culture.

e. explaining the key elements of managing the organizational culture.

f. summarizing dominant forces for change in organizations and applying the keys to managing successful organizational change and development.

g. describing and evaluating the process of planned organizational change.

h. assessing organizational and individual sources of resistance to change

## **MAN 3240 Assignments – Study Abroad – Colombia**

**Course Starts:** Monday, June 26

**Course Ends:** Sunday, July 23

**Travel Dates:** Sunday July 9 – Tuesday, July 18

### **Assignments Weights & Due Dates**

<b>Assignment Type</b>	<b>Weight</b>	<b>Due Date</b>
Paper 1	20%	Sunday July 2, 2023
4 Discussion Posts	40%	July 9 – July 17 (in country)
Final PowerPoint	20%	Sunday July 23
Participation To earn participation points, the student must: 1- attend the prior and post trip meeting 2- actively participate in group discussions and be fully engaged with the in-country program	20%	June 26 to July 23

### **Grade Levels**

**90% to 100% = A**

95 to 100 = Exceptional Level

90 to 94 = Excellent Level

**80% to 89% = B**

85 to 89 = Very Good Level

80 to 84 = Good Level

**70% to 79% = C**

75 to 79 = Fair Level

70 to 74 = Marginal Level

**60% to 69% D**

60 to 69 = Fail Level

**Less than 60% = F**

Incomplete grades fall under the [Incomplete Grades and Procedure](#) policy of the college.

### **Required Textbook:**

**Organizational Behavior: A Practical, Problem-Solving Approach (Irwin Management)**

Edition: 3

Copyright: 2021

Angelo Kinicki

Mel Fugate, SOUTHERN METHODIST UNIVERSITY

ISBN: 9781259732645 / © 2021

**Prerequisites:** none

### **Tools for your Success**

I want to ensure your success in this class by providing a few resources that you can utilize in your educational journey. These tools are for your growth and development, especially as you develop and write various written assignments. Invest time in your own academic progress, I believe you will find them to be of great benefit toward your success. You can use these tools for your courses at SPC.

## **APA Academic Writing**

**1-APA Video:** Invest 4 minutes now, so that you can save hours later correcting and formatting APA style papers. Watch this video:

[https://www.youtube.com/watch?v=\\_ODakMMqvIs](https://www.youtube.com/watch?v=_ODakMMqvIs)

### **2-APA Sample Paper. This paper has various key APA**

Go to Course Content, then go to tab **ALL YOU NEED**, review Document 77\_APA\_HOW\_TO

### **3- APA How to do: in-text Citations, quotes, title page, and reference page**

[https://owl.purdue.edu/owl/research\\_and\\_citation/apa\\_style/apa\\_formatting\\_and\\_style\\_guide/in\\_text\\_citations\\_the\\_basics.html](https://owl.purdue.edu/owl/research_and_citation/apa_style/apa_formatting_and_style_guide/in_text_citations_the_basics.html)

**4- APA Style Blog** is an excellent site to get those pesky APA questions answered quickly by a real person. It is a fantastic site to learn more about how to cite in APA. For more information go to: <http://blog.apastyle.org>

How to quote

**5- Dragon Dictation** is an easy-to-use voice recognition application powered by Dragon NaturallySpeaking that allows you to easily speak and instantly see your text. For more information go to: <http://www.nuance.com/for-individuals/mobile-applications/dragon-dictation/index.htm>

**6- Grammarly** as a tool for you to use for checking grammar right from your browser or Microsoft Office. This tool can improve your writing in emails, documents, social media posts, messages, and more. Visit [www.grammarly.com](http://www.grammarly.com)

**7- Prezi** is an online presentation software that allows for group and team collaborations seamlessly. It is easy to use and FREE. For more information. Visit <https://prezi.com/business/>

## **Academic Honesty:**

Academic honesty and plagiarism fall under the [Academic Honesty Policy](#) of the college. The College of Technology and Management has implemented a “0” tolerance policy for academic dishonesty and if the student is in violation an “F” the course will be applied.

<b>From Student and Educational Services-Students with Disabilities</b> If you wish to receive special accommodations as a student with a documented disability, please make an appointment with the Learning Specialist on the Clearwater, Tarpon Springs, or St. Petersburg sites. If you have a documented hearing loss, please contact the Program for the Deaf at 791-2628 (V/TDD). Clearwater	Stefanie Silver	AD 122	791-2710
	St. Petersburg/ Gibbs	Gene Oskamp	AD 120
	Tarpon Springs	Barbara Thompson	Counseling
			341-4316
			712-5789

**Email:** [rojas.andres@spcollege.edu](mailto:rojas.andres@spcollege.edu)

**Phone:** 727-791-2510

**Office Hours:** Monday 12:30 p.m. to 7:30 p.m. Tuesday 12:30 p.m. to 7:30 p.m.

**Office Location:** Epi Center, Room 2-401