

Organizational Theory and Behavior

MLS 5315

October 23, 2023 – December 15, 2023

TUESDAYS

5:00 p.m. - 8:00 p.m.

Hybrid Curriculum

Instructor: Leticia Paez, MA., MPA
Executive Associate Dean
The University of Texas at El Paso
College of Health Sciences
Health Sciences and Nursing Bldg (across from Main Library)
1850 Wiggins Rd. Ste 368-S
El Paso, Texas 79968

Phone: 915 747 8268 (office)
915 549 8585 (cell)

E-mail: lpaez@utep.edu **DO NOT SEND ANY EMAIL TO ME ON
BLACKBOARD**

Course Description

The course will be conducted using the basic principles of adult learning those being (1) participants learn best when they feel valued, (2) new material is related to what they already know and (3) material is relevant to their professional development and their day to day activities.

Course Structure

Organizational Theory and Behavior is a course of the *Master of Arts in Leadership Studies* (MLS) Program. The course is delivered via the Hybrid method, consisting of on-line class sessions and computer related assignments.

Course Objectives

By the end of this class you will:

1. Describe the evolution of organizational theory taking into account history, power & politics, organizational culture, and human resource theory.
2. Categorize the role of various values in the development and functioning of organizations and how these values relate to organizational theory.
3. Describe the issue of gender in the evolution of organizations in modern day time.

Course Requirements & Expectations

To get a grade of **A** you must **participate** throughout the course in all the activities **AND** actively engage in critical thought exercises. You must make sure that you double check all your work for accuracy of content and language (spelling, grammar etc.). Please remember that according to the UTEP grading schedule A=EXCELLENT therefore you must demonstrate excellence to get a grade of "A".

Student performance will be evaluated on Class Participation, On-line Assignments, Photo Story Critical Thinking Presentation, Lessons Learned as well as an open book Final Exam.

ANY ASSIGNMENT NOT SUBMITTED ON TIME OR IN THE APPROPRIATE FORMAT WILL NOT BE GRADED RESULTING IN A GRADE OF "0".

ON-LINE ASSIGNMENTS (2) should be equivalent to 5-7 pages in length (double spaced using Arial 10 point font; ½ inch margins --- top, bottom left and right) and must be **submitted to my email address** as an ATTACHMENT. PLEASE DO NOT SUBMIT ON-LINE ASSIGNMENTS ON BLACKBOARD.

ON-LINE ASSIGNMENTS are posted on the BLACKBOARD and close on the due date. These assignments should be submitted no later than **11:59 p.m.** the **SATURDAY** following the assignment date on your SYLLABUS.

Please **DO NOT USE BLACKBORD** for email communication or to send **ATTACHMENTS**.

LESSONS LEARNED (3) must be posted by **11:59 p.m. on the SATURDAY** following the assignment date on your SYLLABUS.

Lesson Learned should be written **addressing 3 aspects** those being **(a)** what the most important lesson learned from that particular class session **(b)** why is this lesson learned important to you and **(c)** how could/would you apply the lesson learned to either your current or future organizational work.

There is no required length for Lessons Learned posting; however these posting should include sufficient information to cover **ALL THREE ASPECTS** of these assignments. Eight-10 sentences is the "recommended" length.

Each student is **REQUIRED** to **(1) POST** a Lesson Learned as specified in the course assignments **AND (2) RESPOND** to **3 Lesson Learned** as posted by the other students in order to enrich the learning and BBL discussions.

Grading Structure

All students starts this class with 0 points and can earn as many points as your work effort and course participation reflects. Attendance is **REQUIRED** at all class

session. In the event that you need to be absent from a class session, please inform the instructor IN ADVANCE. **Any more than one absence will result in a course grade of "W" and the student will be advised to take the class at some other time. If the official University withdrawal date has passed, the student will receive an INCOMPLETE for any more than 1 class absence.**

It is expected that all students participate in the classroom activities, complete ALL assignments, and take/pass the open book final exam.

Class attendance and engagements/participation is crucial in this course to keep the class interesting for you and for the teaching team and is evaluated on clarity, accuracy, precision, relevance, depth, breadth, logic, significance and fairness.

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| Final exam | 30 points |
| Photo Story Critical Thinking Presentation (Instructions Pgs 6/7) | 30 points |
| Online Assignments (2 assignments @ 10 points each) | 20 points |
| Lessons Learned (3 lessons @ 5 points each) | 15 points |
| Class Participation & Attendance | 5 Points |
| Total: | 100 Points |

The **FINAL EXAM** must be EMAILED to me as an ATTACHMENT by the due date/time in order for it to be graded. The objective of the final exam is to evaluate and measure the students' understanding and comprehension of the materials presented. **DO NOT POST FINAL EXAM ON BLACKBOARD.**

Cell phones are required to be placed on "silent" mode during class sessions and are not to be answered during class time. In consideration for fellow classmates and the discussion process, each class member is expected to participate in class session in an environment clear and free of any distractions as well as report into all class sessions on time.

MLS 5315 Course Texts

1. Scandura, Terri A. (2018) Essentials of Organizational Behavior: An Evidence-Based Approach. Los Angeles: SAGE Publishing. **3rd Ed. (SCAN)**
ISBN: 978-1-5063-8846-5
2. Van Wart, Montgomery. (1998) Changing Public Sector Values. New York: Garland Publishing, Inc. **(VW)**
ISBN: 10: 0815320728 or ISBN-13: 978-0815320722

Course Schedule and Related Assignments

| DATES | TOPIC | ASSIGNMENTS |
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| <p>TUESDAY October 24, 2023</p> | <p style="text-align: center;">Course Expectations/Introductions / Logistics/ Team Assignments/Overview</p> <p style="text-align: center;">READING ASSIGNMENT: CHAPTER 1 SCANDURA</p> | <p>Please prepare your PERSONAL INTRODUCTION and submit via email to me by October 23, 2023. Your personal introduction should include the following information: (1) where you are from (2) what undergraduate degree (s) have you completed (3) info which you wish to share about your family (4) your hobbies (5) what you hope to do upon completion of your MLS degree (6) your cell phone number and (7) UTEP EMAIL ADDRESS. ALL STUDENTS ARE REQUIRED TO HAVE A UTEP EMAIL ADDRESS. Please send this assignment in a standard EMAIL format.</p> |
| <p>TUESDAY October 31,2023</p> | <p style="text-align: center;">TOPIC: What is Organizational Behavior?</p> <p style="text-align: center;">Foundations of Organizational Theory</p> <p style="text-align: center;">Neo Classic, Power and Organizational Culture</p> | <p style="text-align: center;">Class Discussion on assigned readings listed for October 24, 2023</p> <p style="text-align: center;">Lesson Learned # 1</p> |
| <p>TUESDAY November 7, 2023</p> | <p style="text-align: center;">TOPIC: Group Process and Teams</p> <p style="text-align: center;">READINGS: SCANDURA Chapter 10 Ana Caballero Cortez & Luis Colon</p> <p style="text-align: center;">SCANDURA Chapter 11 Glenn Desimon & Andrew Gregory</p> | <p style="text-align: center;">PHOTO STORY CRITICAL THINKING PRESENTATION</p> |

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| <p>TUESDAY November 14, 2023</p> | <p>NO CLASS SESSION INSTRUCTOR OUT OF TOWN</p> | <p>ON-LINE ASSIGNMENT #1 POSTED ON BLACKBOARD</p> <p>Lesson Learned # 2</p> |
| <p>TUESDAY November 21, 2023</p> | <p>TOPIC: Organizational Culture, Values, and Diversity</p> <p>READINGS: SCANDURA Chapter 13 Brody Hall & Angelica Maria Lopez</p> <p>SCANDURA Chapter 14 Tyler Mcneeley & Duane Nielsen</p> <p>Van Wart Chapter 4 The Role of Organizational Values Martin Noriega & Andrea Ostos Mendoza</p> | <p>PHOTO STORY CRITICAL THINKING PRESENTATION</p> <p>Lesson Learned # 3</p> |
| <p>TUESDAY November 28, 2023</p> | <p>TOPIC: Gender and Age Gap Impact on Modern Day Organizations</p> <p>READINGS: Age Diversity: Challenges and Solutions to bridge the Inter-Generational Gap https://www.linkedin.com/pulse/age-diversity-challenges-solutions-bridge-gap-sahar-andrade-mbbch</p> <p>&</p> <p>Tackling 4 Key Challenges of the Multigenerational Workforce https://www.businessnewsdaily.com/6609-multigenerational-workforce-challenges.html Jared Bullock & Gerrad Mcdarment</p> <p>&</p> <p>Gender and Organizational Theory BBL Articles 2 and 4 David Nimrick & Michael Schwenk</p> | <p>PHOTO STORY CRITICAL THINKING PRESENTATION</p> <p>ON-LINE ASSIGNMENT #2 POSTED ON BLACKBOARD</p> |
| <p>TUESDAY December 5, 2023</p> | <p>TOPIC: Leadership, Power and Politics and The Human Relations Approach</p> <p>READINGS: SCANDURA Chapter 6 & 7 Kirstin Tanner & Cory Brown</p> | <p>PHOTO STORY CRITICAL THINKING PRESENTATION</p> |

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| | <p>TOPIC: Organizational Values, and Decision- Making in Organizations</p> <p>READINGS: Van Wart Chapter 1 The Five Value Sources Used In Decision Making in the Public Sector</p> | <p>Summary Class Discussion</p> |
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| <p>TUESDAY December 12, 2023</p> | <p>TAKE HOME FINAL EXAM No Class Session</p> | <p>FINAL EXAM BY MIDNIGHT December 12, 2023</p> |
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PHOTO STORY CRITICAL THINKING (PSCT) PRESENTATION

In order to complete the PSCT assignment, you will need to do some “out of the box” /abstract/critical thinking. This assignment is composed of **PRESENTING** your readings **(NOT summarizing them)** through the use of photography.

The idea of this assignment is to get you to think, contrast, compare, reflect, and gain an understanding of the overall meaning of your topic/subject area. This assignment requires **CREATIVITY AND ANALYTICAL THINKING** and lots of imagination. Set your mind and your camera free. **The assignment is intended to be creative and fun so there is no need to STRESS over this.**

The most effective and simplest manner to approach this assignment is to do the following:

Step 1 is to become completely familiar with the content of your assigned **READING** materials.

Step 2 is to decide how you will approach this assignment ... in other words, develop a plan and select a **CONCEPT** which you will want to utilize in addressing this assignment.

Step 3 involves the actual **TAKING** of photographs to address/depict your learning and understanding of the assigned reading materials. When taking photos of individuals, please be sure to obtain consent in advance. To the extent possible, it is recommended that you photograph objects or “concepts” in order to avoid the need for consent. **Internet photographs are not allowed nor are photos of past**

military experience. The idea is to **BE CREATIVE ...TAKE photos.** All photography should be original.

Step 4 is to develop a presentation for class session. This should be done through a Power Point Presentation which will need to be subscribed or in some form, in a few words, tell a BRIEF story about the assigned reading and what each photograph addresses/depicts.

Step 5 is to make your presentation to the class on the assigned date and discuss how, why and what your photos portrait. In other words, explain WHAT EACH of your PHOTOS depict.

10.05.23 SUBJECT TO CHANGE