

MGMT 3303 CRN 27055 Spring 2024  
Introduction to Management and Organizational Behavior  
The University of Texas at El Paso

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<b>Class Time</b>	Tuesday and Thursday 9 AM to 10:20 AM
<b>Class Room</b>	BUSN 304
<b>Instructor</b>	Mengge Li
<b>Office</b>	BUSN 203
<b>Office Hours</b>	Tuesday, Wednesday, and Thursday 10:20 AM to 12 PM.
<b>E-mail</b>	<a href="mailto:mli3@utep.edu">mli3@utep.edu</a>
<b>Phone</b>	915-747-7742 (Office)
<b>Textbook</b>	<a href="#"><u>Robbins, S. P., &amp; Judge, T. A. (2019). <i>Organizational Behavior</i>, 18<sup>th</sup> ed. Boston, MA: Pearson. ISBN-13: 9780135840801</u></a>

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**COURSE DESCRIPTION AND LEARNING GOALS**

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In general terms, the objective of this course is to provide you with a conceptual understanding of the structure and function of organizations and the role of the managers who lead them. As an introductory course in management, we will explore a wide range of topics, including diversity, personality, decision-making, motivation, teams, communications, leadership, and negotiation.

The goal of this course is to both simplify and complicate your picture of organizations -- to simplify by systematizing and inter-relating some basic ideas, and to complicate by pointing out the infinite shades of gray and the multitude of interacting variables that can occur in human organizations. We will take a practical approach to the study of management by focusing on real-life applications.

Hopefully, by the course's end, you will have increased your understanding of management and sharpened your analytical skills as they relate to organizational problems. This should be a class you enjoy and one where you will learn things that you can apply in your future career. After taking this course you should be able to:

- 1) Obtain an overall framework of all human related issues in today's organizations
- 2) Develop integrative thinking on complex organizational phenomena
- 3) Apply various organizational theories and concepts in analyzing managerial issues

## **COURSE REQUIREMENTS**

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1. **Class participation.** Class attendance is mandatory. Students must attend all sessions of the class and actively participate in class activities. Participation in class discussions, activities, and group exercises constitutes an essential component of learning. Attendance will aid participation, learning and exchange of ideas and therefore points will be awarded for it. The iClicker system is used in class. The system is used to keep track of attendance, give in-class quizzes, and conduct classroom polling. The system requires the use of a laptop computer, tablet, or smartphone. You must be present in class in order to earn participation points in it. Recording attendance or answering questions for someone other than yourself constitutes academic misconduct. Instructions on using the system are available on Blackboard.

2. **MyLab Management.** We will use the Pearson MyLab Management learning modules throughout the semester. Students must complete all online learning modules, including video assignment, mini simulations, quizzes, etc.

3. **Exams.** There will be three in-class closed-book exams comprising multiple-choice questions. These will be based on material covered in class and assigned readings. The three exams are not cumulative, meaning that each exam only covers new materials that follow the prior exam. Make-up exams will be scheduled only with prior approval of the instructor and proper documentation. Make-up exams will be given to students under unavoidable or legitimate circumstances. Such circumstances include but are not necessarily limited to, documented illness, documented participation in athletic events or other group activities sponsored by the University, subpoenas, jury duty, military service, and common religious observances. Proper documentation should be provided prior to the exam with the exception of medical emergencies. Medical emergencies must be properly documented afterward.

4. **Team project.** Students will be assigned to project teams. Each project team is required to give a presentation on a management topic. Teams will make their presentations using PowerPoint slides. The purpose of this presentation is to share learning with the class and obtain additional comments. Each team will have 15 to 20 minutes to present their project. All team members must be present and participate in team presentations to obtain credit; there is no make-up.

**5. Team peer evaluation.** It is necessary to fairly evaluate the contribution that each member of your team made to the team's overall performance in team activities. This contribution should reflect your assessment based on the following Teamwork Outcome Objective: Students will work effectively with individuals and teams to accomplish a common goal while demonstrating respect and value for a diversity of opinions, viewpoints, and perspectives.

## **COURSE EVALUATION**

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### **Grading Components**

<b>Item</b>	<b>Weight</b>
1. Class participation	10%
2. MyLab	10%
3. Exams (3*20%)	60%
4. Team project presentation	15%
5. Team peer evaluation	5%
<b>Total</b>	<b>100%</b>

### **Grading Scale and Policy**

<b>Letter Grade</b>	<b>Percentage</b>
A	90% - 100%
B	80% - 89%
C	70% - 79%
D	60% - 69%
F	Below 60%

A: Represents achievement that is outstanding relative to the level necessary to meet course requirements.

B: Represents achievement that is significantly above the level necessary to meet course requirements.

C: Represents achievement that meets the course requirements in every respect.

D: Represents achievement that is worthy of credit even though it fails to meet fully the course requirements.

F: Represents failure (or no credit) and signifies that the work was either (1) completed but at a level of achievement that is not worthy of credit or (2) was not completed and there was no agreement between the instructor and the student that the student would be awarded an I (see also I).

I: (Incomplete) Assigned at the discretion of the instructor only under extraordinary circumstances (e.g., hospitalization). It requires a written agreement between the instructor and the student.

## **COURSE POLICIES**

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### **Class Policies**

- You are expected to arrive at the class on time and stay until the end.
- Choose a seat early in the semester and try to occupy that same seat on a consistent basis.
- You must carry your UTEP-issued ID during class and exams. If you fail to show your ID when asked, I reserve the right to prevent you from participating in classroom activities or taking an exam.
- Do not be disruptive to the instructor or other students. If you are disrupting the normal flow of the class, distracting me or your fellow classmates, I will ask you to leave the classroom. You will need to meet me in my office before you are allowed to be in class again.
- Be brief and to the point when speaking in class.
- Listen to what other people have to say.
- Respect other people and their ideas.
- Build on other people's ideas.
- During exams you are required to sit quietly before you receive the exam, while you are answering it, and after you have finished it.
- Phones are only allowed to receive emergency campus alerts.
- Laptops and tablets are only allowed for note-taking and tasks related to this course.
- No audio or video recording may occur during class time unless the instructor has given expressed and written consent.
- Be aware of the potential negative impact of technology misuse on class participation.

### **Accommodations for Disabilities**

If you have a disability and need classroom accommodations, please contact The Center for Accommodations and Support Services (CASS) at 747-5148, or by email to [cass@utep.edu](mailto:cass@utep.edu), or visit their office located in UTEP Union East, Room 106. For additional information, please visit the CASS website at [www.sa.utep.edu/cass](http://www.sa.utep.edu/cass).

### **Academic Honesty**

"The University of Texas at El Paso prides itself on its standards of academic excellence. In all matters of intellectual pursuit, UTEP faculty and students must strive to achieve excellence based on the quality of work produced by the individual. In the classroom and in all other academic activities, students are expected to uphold the highest standards of academic integrity. Any form of academic dishonesty is an affront to the pursuit of knowledge and jeopardizes the quality of the degree awarded to all graduates of UTEP. It is imperative, therefore, that the members of this academic community understand the regulations pertaining to academic integrity and that all faculty insist on adherence to these standards. Any student who commits an act of academic dishonesty is subject to discipline. Academic dishonesty includes, but is not limited to, cheating, plagiarism, collusion, the submission for credit of any work or materials that

are attributable in whole or in part to another person, taking an examination for another person, and any act designed to give an unfair advantage to a student or the attempt to commit such acts. Proven violations of the detailed regulations, as printed in the Handbook of Operating Procedures (HOP), and available in the Office of the Dean of Students and on the homepage of the Dean of Students at: <http://www.utep.edu/dos> may result in sanctions ranging from disciplinary probation, to a failing grade on the work in question, to a failing grade in the course, to suspension or dismissal, among others." (UTEP's Handbook of Operating Procedures)

### **Other Points**

- There will be a prior announcement when the instructor has to travel for research conferences. The class will either be canceled or covered by a substitute faculty.
- Not all the topics in the textbooks will be covered in depth due to limited class hours. However, students are responsible for materials that are not covered in class. All materials in the textbook, whether or not covered in class, will be on the exams.
- Be responsible and proactive in managing your academic career. Seek help as early as possible when you experience any academic or personal difficulties.

**IMPORTANT NOTICE: THE CONTENT IN THIS SYLLABUS MAY BE SUBJECT TO CHANGE.**

**MGMT 3303 CRN 27055 CLASS SCHEDULE**

<b>DATE</b>	<b>TOPIC</b>	<b>BOOK CHAPTER</b>
1/16 Tue	Course Introduction	Chapter 1
1/18 Thu	What Is Organizational Behavior?	Chapter 1
1/23 Tue	Diversity in Organizations	Chapter 2
1/25 Thu	Diversity in Organizations	Chapter 2
1/30 Tue	Attitudes and Job Satisfaction	Chapter 3
2/1 Thu	Attitudes and Job Satisfaction	Chapter 3
2/6 Tue	Personality and Values	Chapter 4
2/8 Thu	Personality and Values	Chapter 4
2/13 Tue	Individual Decision Making	Chapter 5
2/15 Thu	Individual Decision Making ( <i>Team Activity</i> )	Chapter 5
<b>2/20 Tue</b>	<b>EXAM 1 (Chapters 1-5)</b>	
2/22 Thu	Emotions and Moods	Chapter 6
2/27 Tue	Motivation Concepts	Chapter 7
2/29 Thu	Motivation: From Concepts to Applications	Chapter 8
3/5 Tue	Foundations of Group Behavior	Chapter 9
3/7 Thu	Foundations of Group Behavior	Chapter 9
<b>3/12 Tue</b>	<b>Spring Break – No Class</b>	
<b>3/14 Thu</b>	<b>Spring Break – No Class</b>	
3/19 Tue	Work Teams	Chapter 10
3/21 Thu	Work Teams ( <i>Team Activity</i> )	Chapter 10
<b>3/26 Tue</b>	<b>EXAM 2 (Chapters 6-10)</b>	
3/28 Thu	Power and Politics	Chapter 11
4/2 Tue	Communications	Chapter 12
4/4 Thu	Leadership	Chapter 13
4/9 Tue	Leadership	Chapter 13
4/11 Thu	Foundations of Organizational Structure	Chapter 14
4/16 Tue	Conflict and Negotiation	Chapter 18
4/18 Thu	Conflict and Negotiation ( <i>Team Activity</i> )	Chapter 18
4/23 Tue	Team presentations	
4/25 Thu	Team presentations	
4/30 Tue	Team presentations	
<b>5/2 Thu</b>	<b>EXAM 3 (Chapters 11-14 &amp; 18)</b>	