



MANA 6A32

Organizational Behavior



Announcements

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New announcements appear below this line

Welcome to MANA 6A32: Organizational Behavior and Management

Posted on: Wednesday, August 18, 2021 11:58:15 AM CDT

This course is presented synchronously 6-9pm on the following five Thursdays: October 21, November 11, November 18, December 2, and December 9. Two modules will be presented asynchronously; that is, there will be no class meetings while you view Ted Talk videos on leadership and take self-assessment instruments (and view videos helping you with interpretation of the scores): October 28 and November 4. We will not have a class meeting on November 25 because the university is officially closed for the Thanksgiving holiday.

Toward the goal of providing you with flexibility, you have the option of experiencing the course asynchronously. That is, you can view instructional videos (which correspond to our course discussions) and take the self-assessments at your own pace--as long as you complete the assignments as scheduled. This course is intended to be neither difficult nor onerous. Rather, the intention is to strengthen your social capital competencies and position you for ongoing professional development.

Please participate as is convenient for you. However, you are encouraged to participate in the class discussions whenever you can because the comments and insights from your classmates are likely to be as-or-more value-added than course materials and comments made by the instructor.

Relevant links in the left-hand navigation:

- Under "You Need to Know" are the syllabus and components of course content (videos and self-assessments).
- Under "You Need to Do" are the course assignments.

[Course Link /Course Syllabus & Schedule](#)

Posted by: Lawrence Witt
Posted to: 2021FA-21404-MANA6A32-Organizational Behavior and Management

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**2021FA-21404-MANA6A32-Organizational Behavior and Management****(Course is unavailable to students until Friday, September 3, 2021)**

Course Syllabus & Schedule

Course Syllabus & Schedule

Build Content

Assessments

Tools

Partner Content

Content Market

**Course Schedule**

October 21: First class meeting with class introduction and discussion of individual differences (textbook chapter 2; see instructional video 1 if you miss the discussion)

October 28: No class meeting: View six Ted Talks at your convenience (see Assignment 2); **Assignment 1 due**

November 04: No class meeting: At your convenience, complete the self-assessments and view the interpretation videos (see Assignment 3)

November 11: Discussion of social effectiveness (textbook chapters 3 & 4; see instructional video 2 if you miss the discussion); **Assignment 2 due**

November 18: Discussion of managing performance (textbook chapters 5, 6, & 7; see instructional video 3 if you miss the discussion)

November 25: No class meeting and no class assignment (Thanksgiving holiday)

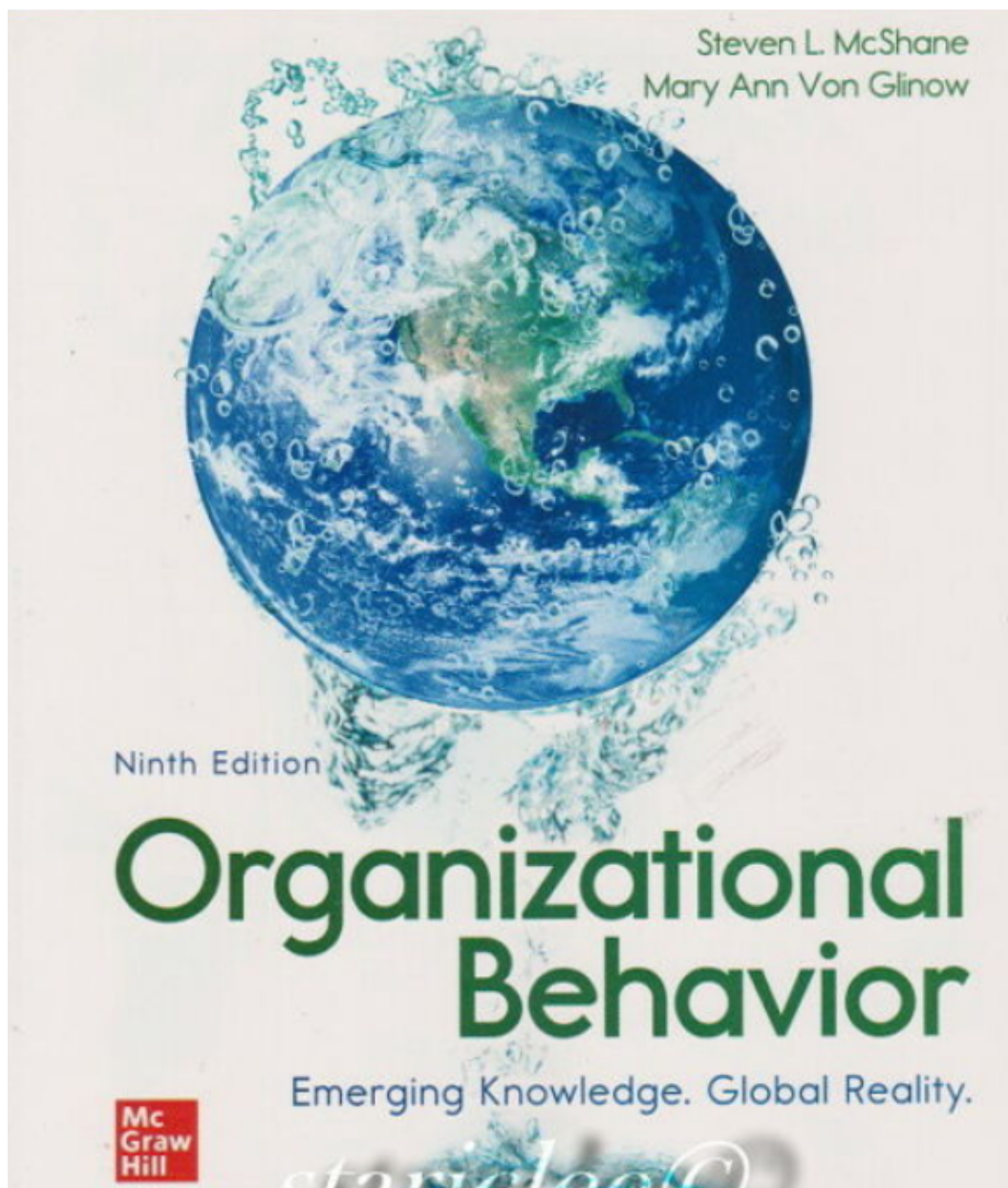
December 02: Discussion of leadership (textbook chapter 12; see instructional video 3 if you miss the discussion); **Assignment 3 due**

December 09: Discussion of high-performance teams (textbook chapter 8; see instructional video 4 if you miss the discussion); **Assignment 4 due**





Our Textbook



Syllabus

Course Outcome: A heightened and better-informed interest in and capacity to understand the psychology of the workplace and apply leadership skills accordingly.

Face Covering Policy: To reduce the spread of COVID-19, the University strongly encourages everyone (vaccinated or not) to wear face coverings indoors on campus including classrooms for both faculty and students.

Presence in Class: Your presence in class each session means that you

- Are NOT exhibiting any [Coronavirus Symptoms](#) that makes you think that you may have COVID-19
- Have NOT tested positive or been diagnosed for COVID-19
- Have NOT knowingly been exposed to someone with COVID-19 or suspected/presumed COVID-19

If you are experiencing any COVID-19 symptoms that are not clearly related to a pre-existing medical condition, do not come to class. Please see [Student Protocols](#) for what to do if you experience symptoms and [Potential Exposure to Coronavirus](#) for what to do if you have potentially been exposed to COVID-19. Consult the (select: [Undergraduate Excused Absence Policy](#) or [Graduate Excused Absence Policy](#)) for information regarding excused absences due to medical reasons.

Instructional Components: The course consists of five instructional components, all of which you are encouraged to experience:

1. The course textbook (Steven McShane and Mary Von Glinow. 2021. Organizational Behavior: Emerging Knowledge. Global Reality [9th Edition; ISBN10: 1260799557; ISBN13: 9781260799552]).
2. Eight instructional video sessions (for links to the videos, navigate to "Instructional Videos" under "Course Content," which is under "You Need to Know").
3. Fourteen themed groupings of Ted Talks (for links to the Ted Talk groups, navigate to "Ted Talks" under "Course Content," which is under "You Need to Know").
4. Seven self-assessment instruments (for links to the instruments, navigate to "Self-Assessment Instruments" under "Course Content," which is under "You Need to Know").
5. Seven videos explaining the self-assessment instruments (for links to the videos explaining the instruments, navigate to "Self-Assessment Instruments" under "Course Content," which is under "You Need to Know").

Performance Evaluation (Grading)/Assignments: Final course grades will be based on the quality and timeliness of your four submitted assignments. Navigate to both "Assignments" and "Course Schedule" under "You Need to Do" to view details of the assignments and the prescribed schedules for their completion.

Primary Course Policy: The policies and schedule stated in this syllabus are subject to change with notice. Students are responsible for keeping abreast of announcements and fulfilling course requirements on time.

Academic Dishonesty: The university’s academic honesty policy can be found at <http://www.uh.edu/provost/academic-affairs/policy-guidelines/honesty-policy/>.

Students with Disabilities: The Bauer College, in accordance with 504/ADA guidelines, is committed to providing reasonable academic accommodations to students who request them. Students seeking accommodation must register with the Center for Students with Disabilities (CSD) 713-743-5400 and present approved documentation to your instructor very early in the semester.

Sexual Misconduct Policy: In accordance with the UHS Sexual Misconduct Policy, your instructor is a “responsible employee” for reporting purposes under Title IX regulations and state law and must report incidents of sexual misconduct (sexual harassment, non-consensual sexual contact, sexual assault, sexual exploitation, sexual intimidation, intimate partner violence, or stalking) about which he becomes aware to the Title IX office. Please know there are places on campus where you can make a report in confidence. More information can be found on the Title IX website at <https://uh.edu/equal-opportunity/title-ix-sexual-misconduct/resources/>.

Counseling and Psychological Services: Counseling and Psychological Services (CAPS)—www.uh.edu/caps—are available for students having difficulties managing stress, adjusting to college, or feeling sad and hopeless. You can reach CAPS by calling 713-743-5454 during and after business hours for routine appointments, or if you or somebody you know is in crisis. The “Let’s Talk” program provides a drop-in consultation service at convenient locations and hours around campus. <https://uh.edu/caps/outreach/lets-talk/index.php#hours>

Resources for Online Learning: The University of Houston is committed to student success, and provides information to optimize the online learning experience through our [Power-On](#) website. Please visit this website for a comprehensive set of resources, tools, and tips including: obtaining access to the internet, AccessUH, and Blackboard; requesting a laptop through the Laptop Loaner Program; using your smartphone as a webcam; and downloading Microsoft Office 365 at no cost. For questions or assistance contact UHOnline@uh.edu.

UH Email: Email communications related to this course will be sent to

your [Exchange email account](#), which each University of Houston student receives. The Exchange mail server can be accessed via Outlook, which provides a single location for organizing and managing day-to-day information, from email and calendars to contacts and task lists. Exchange email accounts can be accessed by logging into Office 365 with your Cougarnet credentials or through Access UH. They can also be configured on [IOS](#) and [Android](#) mobile devices. Additional assistance can be found at the [Get Help](#) page.

Honor Code Statement: Students are expected to behave consistent with the following honor code statement as part of submission of any graded work including but not limited to projects, quizzes, and exams: "I understand and agree to abide by the provisions in the [University of Houston Graduate Academic Honesty Policy](#). I understand that academic honesty is taken very seriously and, in the cases of violations, penalties may include suspension or expulsion from the University of Houston."

Student Code of Conduct: The Student Code of Conduct emphasizes the University's commitment to promote the freedom, intellectual development, and personal responsibility of its students. It can be found at https://uh.edu/dos/_files/student-code-of-conduct-2019-2020.pdf

Resources for Online Learning: The University of Houston is committed to student success, and provides information to optimize the online learning experience through our [Power-On](#) website. Please visit this website for a comprehensive set of resources, tools, and tips including: obtaining access to the internet, AccessUH, and Blackboard; requesting a laptop through the Laptop Loaner Program; using your smartphone as a webcam; and downloading Microsoft Office 365 at no cost. For questions or assistance contact UHOnline@uh.edu.

Asynchronous Online Course: This course is to be experienced asynchronously, which means there is no designated day or time assigned to the course. Asynchronous instruction generally involves accessing content, assignments, and assessments during a flexible time frame, with due dates as specified.

Grade Appeal: The University of Houston has a grade appeal and grievance procedure. Students perceiving reception of an inappropriate grade should consider following this process.

Additional Potentially Helpful Information:

- COVID-19 Updates: <https://uh.edu/covid-19/>
- Coogs Care: <https://www.uh.edu/dsaes/coogscare/>
- Laptop Checkout
Requests: <https://www.uh.edu/infotech/about/planning/off-campus/index.php#do-you-need-a-laptop>
- Health FAQs: <https://uh.edu/covid-19/faq/health-wellness-prevention-faqs/>
- Student Health Center: <https://uh.edu/class/english/lcc/current-students/student-health-center/index.php>

Edit Mode is: ● ON**2021FA-21404-MANA6A32-Organizational Behavior and Management****(Course is unavailable to students until Friday, September 3, 2021)**

Course

Enter Student Preview

Course Content

Build Content**Assessments****Tools****Partner Content****Instructional Videos**

The instructional videos serve as the functional equivalent of lectures and are relevant to ASSIGNMENT 4.

**Self-Assessment Instruments**

This section provides links to:

- Self-assessment instruments that are likely to be useful in completing ASSIGNMENT 3.
- Videos offering explanations/interpretations of the instruments.

**Ted Talk Videos**

There are 98 individual Ted Talks available for you to view. They are grouped into topic categories. A list of each available Ted Talk within each category is provided. These are relevant to Assignment 2, which involves six Ted Talk videos of your choosing. However, you are encouraged to view additional Ted Talk videos, as additional exposure is likely to strengthen your understanding of--and appreciation for--the field of organizational behavior.

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Course Content

Instructional Videos

Instructional Videos

Build Content

Assessments

Tools

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**Video 1: Relevant to Assignments 1 and 3 (58 minutes & 22 seconds)**

Availability: Item is hidden from students.

**Video 1: Individual Differences (Relevant to Assignment 4; 67 minutes & 16 seconds)****Video 2: Social Skill (Relevant to Assignment 4; 112 minutes & 23 seconds)****Video 3: Managing Performance (Relevant to Assignment 4; 96 minutes & 34 seconds)****Video 4: Leadership (Relevant to Assignment 4; 176 minutes & 24 seconds)****Video 6: Communication & Influence (Relevant to Assignment 4; 78 minutes & 47 seconds)**

Availability: Item is hidden from students.



Video 5: High-Performance Teams (Relevant to Assignment 4; 61 minutes & 12 seconds)



Video 8: Organizational Culture and Change (Relevant to Assignment 4; 54 minutes & 48 seconds)

Availability: Item is hidden from students.

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Self-Assessment Instruments

Self-Assessment Instruments

Build Content

Assessments

Tools

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**Instructions for Completing Self-Assessments**

Please download the instrument onto your computer and save it as a file before inserting your responses.

**INSTRUMENT 1: Hot Buttons****Instrument 1 Interpretation Video****INSTRUMENT 2: Personality****Instrument 2 Interpretation Video****INSTRUMENT 3: SSA****Instrument 3 Interpretation Video**

**INSTRUMENT 4: Interpersonal Skills****Instrument 4 Interpretation Video****INSTRUMENT 5: Conflict Style****Instrument 5 Interpretation Video****INSTRUMENT 6: Communication Style****Instrument 6 Interpretation Video****INSTRUMENT 7: Team Relationships****Instrument 7 Interpretation Video**

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Course Content

Ted Talk Videos

Ted Talk Videos

Build Content**Assessments****Tools****Partner Content****List of Ted Talks****Videos on Communication**

1. Body Language: The Key to Your Subconscious; Ann Washburn
2. How to Have a Good Conversation; Celeste Headlee
3. How to Lead Tough Conversations; Adar Cohen
4. It's Not Manipulation, It's Strategic Communication; Keisha Brewer
5. Reading Body Language; Janine Driver
6. Seven Ways to Make a Conversation with Anyone; Malavika Varadan
7. Speak like a leader; Simon Lancaster
8. The magical science of storytelling; David JP Phillips

Videos on Forms of Leadership

1. A Colonel defines Disruptive Leadership; Col. Jill Morgenthaler
2. Fearless Leadership Frances Hesselbein at TEDxMidAtlantic;
3. Jail Theory of Leadership; Marvin Washington
4. Quiet Confidence Follow the Introverted Leader; Nikki Ling
5. Servant Leadership How a jar can change the way you lead and serve; Ali Fett
6. Adaptive Leadership: Leading Change; Marty Linsky
7. Why credibility is the foundation of leadership; Barry Posner
8. Why We Need Introverted Leaders; Angela Hucles
9. Servant leadership: How to lead with the heart; Liz Theophille

Videos on Self-Development

1. Agile Leadership Preparing for an Unconventional Career Path; Emily Phillips
2. Developing the Leader Within You; John Maxwell
3. Great leadership starts with self-leadership; Lars Sudmann
4. How to Build Self Confidence; CeCe Olisa
5. How to introduce yourself like a leader; Laura Sicola (Key Point)
6. How to motivate yourself to change your behavior; Tali Sharot
7. How to stop screwing yourself over; Mel Robbins
8. Five hindrances to self-mastery; Shi Heng YI
9. Reaching your full potential starts with self-confidence; Nadia Aboulhosn
10. The inner journey to leadership; Leslie Stein
11. The secret to self-control; Jonathan Bricker
12. Who are you, really? The puzzle of personality; Brian Little
13. Being Seen & Being Heard as a Thought Leader; Mitchell Levy

Videos on Societal Issues

1. Breaking glass: A leadership story; Dima Ghawi
2. I'm Tired of Talking About Race; Jasmine Roberts
3. Leaders Show Up; Erika Shields
4. Let's Talk About Race;
5. Purpose in Business: The Era of Inclusive Leadership; Juvencio Maeztu
6. The Bias Trifecta: The Effect on Leadership Decision Making; Michael Brainard
7. The crisis of leadership and a new way forward; Halla Tómasdóttir and Bryn Freedman
8. The Science of Women's Leadership; Alexis Kanda-Olmstead

Videos on Social Skill/Emotional Intelligence

1. Compassionate management using compassion as a business tool; Rena DeLevie
2. Cultivating Collaboration Don't Be So Defensive; Jim Tamm
3. Daniel Goleman Introduces Emotional Intelligence Big Think; Daniel Goleman
4. Empathy; Simon Sinek

5. Get comfortable with being uncomfortable; Luvvie Ajayi
6. Great Leaders Need Authenticity; David Simnick
7. Heliotropic Leadership; Harry Cohen
8. How Emotional Intelligence Makes Leaders More Impactful; Gemma Garcia Godall
9. How to build (and rebuild) trust; Frances Frei
10. How to Deal with Difficult People; Jay Johnson
11. How to practice emotional first aid; Guy Winch
12. Leadership is Love: The Power of Human Connections; Dr. Mark Rittenberg
13. Leadership, vulnerability, and sheep dogs; Fergus Connolly
14. Let's face it charisma matters; John Antonakis
15. Moments that Matter Leadership Through the Eyes of a Beekeeper; Leigh-Kathryn Bonner
16. Teams Start with Human Connections; Matt Eng
17. The most important leadership quality is patience; Gabe de Jong
18. The Power of Emotional Intelligence; Travis Bradberry
19. The power of listening; William Ury
20. The Power of Self-Awareness; William L. Sparks
21. Why you feel what you feel; Alan Watkins
22. The rarest commodity is leadership without ego; Bob Davids
23. What really matters at the end of life; BJ Miller

Videos on Organizational Culture and Change

1. Creating ethical cultures in business; Brooke Deterline
2. Creative Leadership Time for change; Linda Green
3. Culture and Leadership; Joseph Trimble
4. How to start changing an unhealthy work environment; Glenn D. Rolfsen
5. Six keys to leading positive change; Rosabeth Moss Kanter
6. The surprising habits of original thinkers; Adam Grant
7. The world calls for regenerative leadership; Laura Storm
8. Unblame how leaders create safety; Jan van Veldhuizen
9. Why good leaders make you feel safe; Simon Sinek

10. Why we need core values; James Franklin

Videos on Leadership Fundamentals

1. Everyday leadership; Drew Dudley
2. Five Pillars of Effective Leadership; Ari Zucker
3. Great leadership comes down to only two rules; Peter Anderton
4. Stop Managing, Start Leading Hamza Khan; TEDxRyersonU
5. The 7 secrets of the greatest speakers in history; Richard Greene
6. The Altitudes of Leadership; Ian C. Woodward
7. The difference between winning and succeeding; John Wooden
8. The surprising truth in how to be a great leader; Julia Milner
9. What it takes to be a great leader; Roselinde Torres

Videos on Stress and Strain

1. How not to take things personally; Frederik Imbo
2. How to achieve high performance under stress; Jannell MacAulay
3. How to end stress, unhappiness and anxiety to live in a beautiful state; Preetha ji
4. You Don't Know What You Don't Know Uncertainty In a Changing World; Keren Eldad
5. Overcoming hopelessness; Nick Vujicic
6. The Art of Letting Go; The Minimalists
7. The power of vulnerability; Brené Brown
8. We don't move on from grief. We move forward with it; Nora McNerny

Videos on Motivation

1. Motivating People to Excellence; Cheryl Ferguson
2. The psychology of self-motivation; Scott Geller
3. Why we need to treat our employees as thoughtfully as our customers; Diana Dosik
4. Employees first, customers second; Vineet Nayar
5. How to keep your team motivated; Northwestern University faculty
6. How to Magically Connect with Anyone; Brian Miller

7. How to Make Millennials Want to Work for You; Keevin O'Rourke
8. Intrinsic Motivation Revolutionize Education, Work and Life; Behrouz Moemeni
9. The secret to giving great feedback: The Way We Work; LeeAnn Renninger
11. This is what makes employees happy at work: The Way We Work; Michael C. Bush



TED TALK GROUP 1: Communication (8 videos; 132 minutes & 59 seconds)



TED TALK GROUP 2: Forms of Leadership (9 videos; 127 minutes & 44 seconds)



TED TALK GROUP 3a: Self-Development (7 videos; 107 minutes & 34 seconds)



TED TALK GROUP 3b: Self-Development (6 videos; 96 minutes & 24 seconds)



TED TALK GROUP 4: Societal Issues (8 videos; 124 minutes & 11 seconds)



TED TALK GROUP 5a: Social Skill/Emotional Intelligence (8 videos; 120 minutes & 18 seconds)



TED TALK GROUP 5b: Social Skill/Emotional Intelligence (8 videos; 114 minutes & 52 seconds)



TED TALK GROUP 5c: Social Skill/Emotional Intelligence (7 videos; 110 minutes & 13 seconds)



TED TALK GROUP 6a: Organizational Culture and Change (5 videos; 68 minutes & 11 seconds)



TED TALK GROUP 6b: Organizational Culture and Change (5 videos; 65 minutes & 17 seconds)



TED TALK GROUP 7: Leadership Fundamentals (9 videos; 124 minutes & 39 seconds)



TED TALK GROUP 8: Stress and Strain (8 videos; 131 minutes & 29 seconds)



TED TALK GROUP 9a: Motivation (5 videos; 59 minutes & 14 seconds)



TED TALK GROUP 9b: Motivation (5 videos; 47 minutes & 13 seconds)



2021FA-21404-MANA6A32-Organizational Behavior and Management

(Course is unavailable to students until Friday, September 3, 2021) Assignments

Assignments

[Build Content](#)[Assessments](#)[Tools](#)[Partner Content](#)**ASSIGNMENT 1: 60-Second Introduction Video**

- The assignment (10% of final grade) is for you to record your own 60-second self-introduction video and submit it via BlackBoard by noon on October 28th so that I can *share with everyone in the class* on November 11th. If you do NOT want me to include your video with everyone else's video (I plan to merge them into one video), let me know on or before October 28 via email (Yourinstructor@gmail.com).
- See below links to videos that offer instructions/suggestions for your 60-second introduction video and ideas about branding.

**Video describing how to complete ASSIGNMENT 1 (2 minutes & 40 seconds)****Two More Videos Relevant to ASSIGNMENT 1 (27 minutes & 11 seconds)**

These videos offer interesting perspectives on branding, which is an important component of strategic self-presentation.

**ASSIGNMENT 2: What learned from Ted Talks**



A two-page (12-point, Times New Roman font; 1-inch margins) discussion of what you learned six Ted Talk videos *of your choosing* (20% of final grade)—due on or before Thursday, November 11th at noon and submitted via BlackBoard.



ASSIGNMENT 3: Individual Development Plan

- The assignment is to submit via BlackBoard an individual development plan (IDP; 50% of final grade), due at or before noon on Thursday, December 2nd.
- See below a link for a video that offers instructions/suggestions for this assignment.



Video Describing ASSIGNMENT 3 (28 minutes & 24 seconds)



IDP Example (Sanitized student submission)



ASSIGNMENT 4: What You Have Learned

A two-page (12-point, Times New Roman font; 1-inch margins) discussion of what you learned from the course—due on or before Thursday, December 9th at noon and submitted via BlackBoard.