

**Eastern Illinois University**  
**New Course Proposal Format**  
(Approved by CAA on 4/3/14 and CGS on 4/15/14, Effective Fall 2014)

CGS Agenda Item: 17-46  
Effective Fall 2017

**Banner/Catalog Information (Coversheet)**

1. ☒ **New Course** or ☐ **Revision of Existing Course**
2. **Course prefix and number:** MBA 5680A
3. **Short title:** Organizational Behavior and Group Dynamics
4. **Long title:** Organizational Behavior and Group Dynamics
5. **Hours per week:** 3 Class 0 Lab 3 Credit
6. **Terms:** ☐ Fall ☐ Spring ☐ Summer ☒ On demand
7. **Initial term:** ☒ Fall ☐ Spring ☐ Summer Year: 2017
8. **Catalog course description:** Organizational and business application of theory and research in individual differences, interpersonal relations, and small group dynamics. This course is available only to students in the MBA Online, PSM in Geographic Information Sciences (GIS), MS in Biochemistry and Biotechnology (BCT) programs or by permission of the Coordinator, Graduate Business Studies.
9. **Course attributes:**  
  
General education component: N/A  
  
☐ Cultural diversity ☐ Honors ☐ Writing centered ☐ Writing intensive ☐ Writing active
10. **Instructional delivery**  
**Type of Course:**  
  
☒ Lecture ☐ Lab ☐ Lecture/lab combined ☐ Independent study/research  
☐ Internship ☐ Performance ☐ Practicum/clinical ☐ Other, specify: \_\_\_\_\_  
**Mode(s) of Delivery:**  
  
☐ Face to Face ☒ Online ☐ Study Abroad  
☐ Hybrid, specify approximate amount of on-line and face-to-face instruction \_\_\_\_\_
11. Course(s) to be deleted from the catalog once this course is approved. NONE
12. **Equivalent course(s):** MBA 5680
  - a. Are students allowed to take equivalent course(s) for credit? ☐ Yes ☒ No
13. **Prerequisite(s):** BUS 3010
  - a. Can prerequisite be taken concurrently? ☐ Yes ☒ No
  - b. Minimum grade required for the prerequisite course(s)? C

c. Use Banner coding to enforce prerequisite course(s)? ☐ Yes ☒ No

d. Who may waive prerequisite(s)?

☐ No one ☐ Chair ☐ Instructor ☐ Advisor ☒ Other (specify) Coordinator,  
Graduate Business Studies

14. Co-requisite(s): ☐ NONE \_\_\_\_\_

15. Enrollment restrictions

a. Degrees, colleges, majors, levels, classes which may take the course: ☐ MBA, PSM-GIS, BCT,  
Graduate Students

b. Degrees, colleges, majors, levels, classes which may not take the course:  
☐ Undergraduates \_\_\_\_\_

16. Repeat status: ☒ May not be repeated ☐ May be repeated once with credit

17. Enter the limit, if any, on hours which may be applied to a major or minor: ☐ 3

18. Grading methods: ☒ Standard ☐ CR/NC ☐ Audit ☐ ABC/NC

19. Special grading provisions:

☐ Grade for course will not count in a student's grade point average.

☐ Grade for course will not count in hours toward graduation.

☐ Grade for course will be removed from GPA if student already has credit for or is registered in:  
\_\_\_\_\_

☐ Credit hours for course will be removed from student's hours toward graduation if student  
already has credit for or is registered in: \_\_\_\_\_

20. Additional costs to students:

Supplemental Materials or Software ☐ included in Course Fee \_\_\_\_\_

Course Fee ☐ No ☒ Yes, Explain if yes \$100 course fee for program simulations, software and  
supplemental materials that will be purchased in bulk and distributed online in the course materials

21. Community college transfer:

☐ A community college course may be judged equivalent.

☒ A community college may not be judged equivalent.

Note: Upper division credit (3000+) will not be granted for a community college course, even if the  
content is judged to be equivalent.

## **Rationale, Justifications, and Assurances (Part I)**

1.   x   Course is required for the major(s) of Master of Business Administration, Professional Science Master in Geographic Information Science, and Master of Science in Biochemistry and Biotechnology  
       Course is required for the minor(s) of \_\_\_\_\_  
       Course is required for the certificate program(s) of \_\_\_\_\_  
       Course is used as an elective
2. **Rationale for proposal:** This course is a required course in the MBA Online program. The course objectives and content are the same as MBA 5680; the MBA 5xxxA courses are being added to address differential tuition rates and separate course fees that are unique to the MBA Online program courses.
3. **Justifications for (answer N/A if not applicable)**  
Similarity to other courses: Intentionally the same course, same degree program, but is needed to address administrative differences between degree program designs (online versus face-to-face)  
Prerequisites: Material in MBA level course requires knowledge of management for terminology, concepts, theories and practices that will be applied in the MBA course.  
Co-requisites: NONE  
Enrollment restrictions: Due to the specificity of the research and content examined, and the specialized MBA Online program structure, enrollment in this course will be restricted to MBA Online, PSM-GIS, MS BCT, or those with permission of the Coordinator, Graduate Business Studies.  
Writing active, intensive, centered: N/A
4. **General education assurances (answer N/A if not applicable)**  
General education component: N/A  
Curriculum: N/A  
Instruction: N/A  
Assessment: N/A
5. **Online/Hybrid delivery justification & assurances (answer N/A if not applicable)**  
Online or hybrid delivery justification: Offering and instructing this course through an online model allows and increases the enrollment probability of alumni and other interested students who have moved away from campus, are currently employed, or live outside the East Central Illinois area. Online delivery of this course provides the opportunity to market to these potential students through the MBA online program offered by the School of Business at EIU.  
Instruction: Lectures equivalent to those from the face-to-face courses may be recorded & posted online. All faculty who will deliver this course online are/will be OCDi (or appropriate equivalent) trained.  
Integrity: Students will take quizzes and exams through an online testing taking monitoring system, or they will take them at a proctored facility such as a community college in their area.  
Interaction: At the discretion of the faculty, provisions and requirements would vary but generally will utilize Email, Web-Based Discussions, and Web-conferencing. Email will be utilized in addressing individual student questions/communication. The web-based discussions (via a LMS-type environment) will be used to gauge student understanding of the materials presented via web-based video delivery and to provide clarification from the instructor. Web-based conferencing will be used to provide students with the opportunity to present their work to all members of the class, receive real-time feedback in the form of questions and discussion of their presentation and interact in real time with the faculty member and classmates.

## **Model Syllabus (Part II)**

Please include the following information:

1. Course number and title: MBA 5680A Organizational Behavior and Group Dynamics
2. Catalog description: Organizational and business application of theory and research in individual differences, interpersonal relations, and small group dynamics. This course is available only to students in the MBA Online, PSM in Geographic Information Sciences (GIS), MS in Biochemistry and Biotechnology (BCT) programs or by permission of the Coordinator, Graduate Business Studies.
3. Learning objectives (Graduate School Learning Goals being met).
  1. Analyze key challenges and emerging trends in management related to the impact on productivity and performance of employees. (Content, Critical thinking and problem solving skills, Oral and written communication skills)
  2. Diagnose causes of organizational problems and formulate alternatives based on judgment and experience to address those problems. (Content, Critical thinking and problem solving skills, Oral and written communication skills)
  3. Proactively organize for effective interactions between individuals, organizational units, and external contacts. (Critical thinking and problem solving skills)
  4. Anticipate employee attitudes and behaviors, suggest alternative managerial practices, and explain responses when managing employees individually, in groups, and as a collective part of an organization. (Content, Critical thinking and problem solving skills, Oral and written communication skills)
  5. Explain the complexity of managerial decision-making in bridging different stakeholder needs. (Critical thinking and problem solving skills, Oral and written communication skills)
  6. Explain and compare self and others' managerial styles, philosophies, and communication strengths and weaknesses. (Content, Critical thinking and problem solving skills, Oral and written communication skills)
4. Course materials:

Robbins, Stephen P. and Judge, Timothy A. (2016). *Essentials of Organizational Behavior* (13th ed.), Pearson.

Bayer, Mark and Boggs, David (2015). *OB and Group Dynamics* (cases), McGraw-Hill.  
Other reading materials will also be assigned and made available to students.

**SUPPLEMENTAL READINGS:** The Wall Street Journal, Financial Times, Bloomberg, Businessweek, Fortune, Forbes, Organization Science, Organizational Behavior and Human Decision Processes, Journal of Organizational Behavior, Research in Organizational Behavior, Academy of Management Journal, Academy of Management Review.

5. Weekly outline of content:

COURSE CONTENTS	
TOPIC	APPROXIMATE CLASS HOURS
Personality and Individual Differences	3-6
Values, Beliefs, and Ethics	3
Managerial Communications	3-6
Conflict, Cooperation, and Competition	3
Motivation	3-6
Leadership	3-4.5
Work Groups	3-6
Organizational Change	3

Managerial Decision-Making	3
Power and Politics	3
Mid-term exam	3
Final Exam	2
TOTAL, including Final Exam	39.5

6. Assignments and evaluation, including weights for final course grade:

Two Exams 50%

Team Project 25%

Participation and Class Assignments 25%

7. Grading scale:

**A (90% or greater), B (80-89%), C(70-79%), D (60-69%), F (<60%)**

8. Correlation of learning objectives to assignments and evaluation:

Objective		Mid-Term Exam	Final Exam	Team Project	Participation and Class Assignments
1	Analyze key challenges and emerging trends in management related to the impact on productivity and performance of employees	X	X	X	X
2	Diagnose causes of organizational problems and formulate alternatives based on judgment and experience to address those problems	X	X	X	
3	Proactively organize for effective interactions				X
4	Anticipate employee attitudes and behaviors, suggest alternative managerial practices, and explain responses when managing employees individually, in groups, and as a collective part of an organization	X	X	X	X
5	Explain the complexity of managerial decision-making in bridging different stakeholder needs	X	X		X
6	Explain and compare self and others' managerial styles, philosophies, and communication strengths and weaknesses	X	X		X

**Date approved by the department or school:** MGT discipline 4/7/17; SoB Graduate Committee 4/11/17

**Date approved by the college curriculum committee:** 4/14/2017

**Date approved by the Honors Council (if this is an honors course):** N/A

**Date approved by CAA:** N/A **CGS:** 4/18/2017