



**Navajo Technical University**  
PO Box 849, Crownpoint, NM 87313

<http://www.navajotech.edu>

Tel: (505) 387-7401

**Course Title: Human Behavior in Organizations**  
**Course #: PAD 225**

**Credit Hours: 3**  
**Semester: Spring Semester**  
**Cap: 15**

**Faculty:** Rick Rochester, J.D.

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**Office:** Sci/Tech Bldg, Room 318

**Office Phone:** 505.387.7464

**Office Hours** (face-to-face or online): TBA

**Preferred Communication** (email and/or text; will respond within 24 hours): Email or phone

**Modality** (face-to-face, hybrid, or online): On Campus—face-to-face

**Class Location and Meeting Times** (if face-to-face): TuTh 11am—12:20pm

**Meeting Hours and Online Hours** (if hybrid):

**Required Materials:**

**Textbooks:** No Author, Organization Behavior, 2017 ed. Univ of MN Press, OER Textbook.

**Tools:**

**Laptop and Internet Access:** Every student is required to own a laptop and have internet access.

**Lab Fee (if applicable):**

**Mission, Vision, and Philosophy**

**Mission:** Navajo Technical University honors Diné culture and language, while educating for the future.

**Vision:** Navajo Technical University provides an excellent educational experience in a supportive, culturally diverse environment, enabling all community members to grow intellectually, culturally, and economically.

**Philosophy:** Through the teachings of Nitsáhákees (thinking), Nahátá (planning), Íina (implementing), and Siihasin (reflection), students acquire quality education in diverse fields, while preserving cultural values and gaining economic opportunities.

**Course Description**

This course studies the underlying reasons why people act the way they do and help them evaluate the strength and deficit in biological, psychological, and social development. Topics include defining organizational behavior, challenges for managers, personality, perception, attribution, attitudes, emotions, ethics, motivation, performance management, stress and well-being at work, communication, working in teams, decision making, power, politics, leadership, conflict and negotiation, organizational design, organizational culture and change.

**NOTE: This syllabus may be modified, updated or changed. While the instructor will announce any changes in class, students are responsible to review this document periodically, especially the activity schedule, and submit coursework as indicated.**

Course Outcomes	Course Assessments
Understand OB and the factors that affect organizations competing in a global economy	Homework assignments, team activities, reading and written assessments, quizzes, exams, projects and presentations
Articulate key personality traits and explain how they influence individual behavior	
Describe key motivational theories and illustrate how they are used in organizations	
Differentiate factors that influence group behavior, how it is formed and developed	
Understand the nature of conflict on organizations and learn techniques for managing conflict	
Use basic design dimensions to create alternative organization structures	

### Connections to Program Assessment (Course-Embedded Measures)

#### Course Activities

Week	Date	Class Topics/Reading Due	Assignments Due	Assessments
1	1.18--1.21	Introduction Chapter 1: Organizational Behavior and Opportunity	Read Chapter 1 Discussion Questions Article	
		<b>Last day to add/drop 1.21.22</b>		
2	1.24--1.28	Chapter 2: Challenges for Managers	Read Chapter 2 Discussion Questions Article	
3	1.31--2.4	Chapter 3: Personality, Perception, and Attribution	Read Chapter 3 Discussion Questions Article	
4	2.7—2.11	Chapter 4: Attitudes, Emotions, and Ethics	Read Chapter 4 Discussion Questions Article	
5	2.14—2.18	Chapter 5: Motivation at Work	Read Chapter 5 Discussion Questions Article	
6	2.21—2.25	Chapter 6: Learning and Performance Management	Read Chapter 6	<b>2.21 Pres. Holiday</b>

			Discussion Questions Article	
		<b>Graduation Petition due 2.25.22</b>		
7	2.28—3.4	Chapter 7: Stress and Well-Being at Work	Read Chapter 7 Discussion Questions Article	
8	3.7—3.11	Midterm Review and Exam		<b>Midterms</b>
9	3.14—3.18	Chapter 8: Communication	Read Chapter 8 Discussion Questions Article	<b>Spring Break Holiday</b>
10	3.21—3.25	Chapter 9: Work Teams and Groups	Read Chapter 9 Discussion Questions Article	
11	3.28—4.1	Chapter 10: Decision Making by Individuals and Groups	Read Chapter 10 Discussion Questions Article	
		<b>Last day to withdraw with W 3.31</b>		
12	4.4—4.8	Chapter 11: Power and Political Behavior	Read Chapter 11 Discussion Questions Article	
13	4.11—4.15	Chapter 12: Leadership and Followership	Read Chapter 12 Discussion Questions Article	
14	4.18—4.22	Chapter 13: Conflict and Negotiation	Read Chapter 13 Discussion Questions Article	
15	4.25—4.29	Chapter 14: Jobs and the Design of Work	Read Chapter 14 Discussion Questions Article	

16	5.2—5.6	Wrap up and Exam Review		
17	5.9—5.12	<b>Final Exams</b>		<b>Finals</b>
		<b>Grades due to Registrar 5.12.22</b>		
		<b>Graduation 5.13.22</b>		

**\*\*\*THIS COURSE LESSON PLAN MAY BE SUBJECT TO CHANGE WITHOUT NOTICE**

### **Grading Plan**

Homework: 30%	A = 100-90%
Class Participation: 10%	B = 89-80%
Project(s): 20%	C = 79-70%
Mid-term: 15%	D = 69-60%
Final Exam: 25%	F = 59% or less

### **Grading Policy**

Students must do their own work. Cheating and plagiarism are strictly forbidden. Cheating includes (but is not limited to) plagiarism, submission of work that is not one's own, submission or use of falsified data, unauthorized access to exams or assignments, use of unauthorized material during an exam, or supplying or communicating unauthorized information for assignments or exams.

### **Participation**

Students are expected to attend and participate in all class activities. Points will be given to students who actively participate in class activities including guest speakers, field trips, laboratories, and all other classroom events.

### **Cell phone and headphone use**

Please turn cell phones off **before** coming to class. Cell phone courtesy is essential to quality classroom learning. Headphones must be removed before coming to class.

### **Attendance Policy**

Students are expected to attend all class sessions. If more than ten minutes late, students will be counted as absent. A percentage of the student's grade will be based on class attendance and participation. Absence from class, regardless of the reason, does not relieve the student of responsibility to complete all course work by required deadlines. Furthermore, it is the student's responsibility to obtain notes, handouts, and any other information covered when absent from class and to arrange to make up any in-class assignments or tests if permitted by the instructor. Incomplete or missing assignments will necessarily affect the student's grades. Instructors will report excessive and/or unexplained absences to the Counseling Department for investigation and potential intervention. **Instructors may drop students from the class after three (3) absences unless prior arrangements are made with the instructor to make up work and the instructor deems any excuse acceptable.**

### **Study Time Outside of Class for Face-to-Face Courses**

**For every credit hour in class, a student is expected to spend two hours outside of class studying course materials.**

### **Study Time for Hybrid or Blended Courses**

**For a hybrid or blended course of one credit hour, a student is expected to spend three hours per week studying course materials.**

### **Study Time for Online Courses**

**For an online course of one credit hour, a student is expected to spend four hours per week studying course materials.**

## **Academic Integrity**

Integrity (honesty) is expected of every student in all academic work. The guiding principle of academic integrity is that a student's submitted work must be the student's own. Students who engage in academic dishonesty diminish their education and bring discredit to the University community. Avoid situations likely to compromise academic integrity such as: cheating, facilitating academic dishonesty, and plagiarism; modifying academic work to obtain additional credit in the same class unless approved in advance by the instructor, failure to observe rules of academic integrity established by the instructor. **The use of another person's ideas or work claimed as your own without acknowledging the original source is known as plagiarism and is prohibited.**

## **Diné Philosophy of Education**

The Diné Philosophy of Education (DPE) is incorporated into every class for students to become aware of and to understand the significance of the four Diné philosophical elements, including its affiliation with the four directions, four sacred mountains, the four set of thought processes and so forth: Nitsáhákees, Nahát'á, Íina and Siih Hasin which are essential and relevant to self-identity, respect and wisdom to achieve career goals successfully.

At NTU's Zuni Campus, the A:shiwí Philosophy of Education offers essential elements for helping students develop Indigenous and Western understandings. Yam de bena: dap haydoshna: akhya hon detsemak a:wannikwa da: hon de:tsemak a:ts'umme. *Our language and ceremonies allow our people to maintain strength and knowledge.* A:shiwí core values of hon i:yyułashik'yanna:wa (respect), hon delank'oha:willa:wa (kindness and empathy), hon i:yyayumola:wa (honesty and trustworthiness), and hon kohoł lewuna:wediyahnan, wan hon kela i:tsemanna (think critically) are central to attaining strength and knowledge. They help learners develop positive self-identity, respect, kindness, and critical thinking skills to achieve life goals successfully.

## **Students with Disabilities**

Navajo Technical University is committed to serving all students in a non-discriminatory and accommodating manner. Any student who feels that she or he may need special accommodations should contact the Accommodations Office (<http://www.navajotech.edu/student-services#accommodations-services>) in accordance with the university's Disability Accommodations Policy (see [http://www.navajotech.edu/images/about/policiesDocs/Disability\\_Exhibit-A\\_6-26-2018.pdf](http://www.navajotech.edu/images/about/policiesDocs/Disability_Exhibit-A_6-26-2018.pdf)).

## **Email Address**

Students are required to use NTU's email address for all communications with faculty and staff.

**Final Exam Date: 5.9-11.2022**