



## **UGSM-MONARCH BUSINESS SCHOOL SWITZERLAND**

MGMT680 - ORGANZATIONAL BEHAVIOR AND LEADERSHIP

### **COURSE OUTLINE**

**PROFESSOR:**        **Dr. Donald Oxford York**  
Professor of Organizational Behavior  
Department of Organizational Behavior and Psychology

**CONTACT:**         dr.york@ugsm-monarch.ch

### **COURSE OBJECTIVES:**

This course will provide doctoral candidates with a better understanding of organizational design structure and the intricacies of leadership. The course objectives will be achieved through focusing upon theories of 'Organizational Behavior and Leadership' that are fundamental for comprehending: planning, design, strategy and management. In addition, this course aims to present many of the essential behavioral, social and environmental processes that provide inspiration and motivation for human action. This course is an interactive course that requires the candidate to maintain a personal reflection journal throughout the session to gaining maximum benefit of the subject matter.

### **TEXTBOOK REQUIREMENT:**

1. ORGANIZATIONAL BEHAVIOR, 3rd Edition by Michael A. Hitt, Adrienne Colella, and Chet C. Miller © 2011 John Wiley Sons, 656 pages, ISBN: 0470528532 (Referred to as: "HCM")

2. LEADERSHIP IN ORGANIZATIONS, 8<sup>th</sup> Edition, Gary Yukl, © 2013 Prentice Hall, 528 pages, ISBN: 0132771861 (Referred to as: "YUKL")

**EVALUATION:**

Student will be evaluated based on the quality of their written submissions to the university. Each paper should be a approximately 15 pages, not including the title page, abstract and reference page. Each paper should include APA 6 referencing and include at least 15 scholarly references no older than ten years. The assignment should be double spaced, with proper header and page numbers located on each page. It is expected that each paper reflects the position of the student supported by references. Monarch standard for formatting of term papers should be followed. The final term paper should be no less than 25 pages and should include a minimum of 30 references.

<b>MARKING SCHEME</b>			
	Mark	Approx. Length	Due Date - Week
Paper 1	20%	15 pages	Week 3
Paper 2	20%	15 pages	Week 6
Paper 3	20%	15 pages	Week 9
Final Term Paper	40%	25 pages	Week 12
Total	100%		

**DROPBOX SUBMISSION:**

Please note that all candidates MUST upload all assignments to the DROPBOX account assigned for this course. NO exceptions will be granted. Also, students should not send assignments directly to the professor's email account.

**COMMUNICATION:**

All communication with the professor MUST be done using the assigned MONARCH EMAIL ADDRESS and NOT PERSONAL EMAIL accounts.

**PLAGIARISM:**

Plagiarism is a serious academic offence. All submitted work is verified using the state-of-the-art plagiarism software. Any student found plagiarizing will face strict disciplinary action which may include expulsion from the University. All student should make

themselves conversant with the Monarch Policy on Plagiarism which may be found on the student portal.

### STUDY PLAN:

The duration of the course is 12 WEEKS. By week 11, all candidates should be able to merge all the principles taught to prepare and complete the Final Term Paper.

<b>COURSE OVERVIEW - SCHEDULE</b>				
WEEK	TEXTBOOK	CHAPTER	ASSIGNMENT	TOPICS
1, 2	HCM	1,2,3,4,5,6,7	None	Strategic Lens Individual Processes
3	HCM	9,10,11,12,13, 14,15	Paper #1	Groups, Teams & Social Processes
4	YUKL	1	None	The Organizational Context
5, 6	YUKL	3,4,5	Paper #2	Effective Leader Behavior, Leading Change & Innovation, participative Leadership & Empowerment
7,8	YUKL	6,7,8	None	Leadership Traits & Skills, Contingency Theories, Adaptive Leadership, Power & Influence
9,10	YUKL	9,10,11,12,	Paper # 3	Dyadic Relations & Followers, Leadership In Teams, Strategic Leadership,
11	YUKL	13,14,15	None	Charismatic & Transformational Leadership
12			Final Term Paper	