



COURSE NAME: Organizational Dynamics
CREDITS: 3
COURSE NUMBER: 11:373:341
SEMESTER: Fall 2024
MEETING DAYS, TIMES, AND PLACE: MON/THU 12:10 – 1:30 Hickman Hall Rm 216
PREREQUISITE: 11:373:101 or 11:373:121 or 01:220:102

CONTACT INFORMATION:
Instructor(s): Kenneth R. Genco, BS, MS
Office Location: By appointment
Cell Phone: 908-229-5045 Email: kgenco48@gmail.com
Office Hours: By appointment

COURSE RESOURCES AND MATERIALS:

Textbook

Organizational Theory, Design and Change, 7th Edition
 Authors: Gareth Jones
 Publisher: Pearson/Prentiss Hall

COURSE DESCRIPTION:

This course focuses on the integration and application of behavioral and managerial sciences to promote processes by which individuals, groups, and organizations work together for common goals and mutual success. The course covers is separated into three sections: the Organization’s environment, design, and change.

LEARNING GOALS:

Overall, this course is designed for students likely planning a management career or adult learners or practicing managers already in the workforce who may benefit from the theoretical or practical applications contained therein. The course examines new and emerging trends, developments, themes, debates, and practices in organizational behavior.

By the end of the course students will be able to:

- Understand and diagnose organizational change and utilize such knowledge to positively influence behavior in the workplace
- Implement the creative substance and process of change
- Identify elements of an effective change manager and the process of sustaining change



ASSIGNMENTS/RESPONSIBILITIES, GRADING & ASSESSMENT:

Grading Structure

The grades for the course will be based on the following:

Exams: 2 at 100 each	200
Participation: attendance	30
Final:	<u>100</u>
Total possible points:	330

ATTENDANCE is graded on the fact that you will get 30 points for being in class. You will LOSE 2 points for every class you miss when not excused. There may be opportunities to earn a maximum of 5 extra points.

Assessment of Goals

The goals of the course will be assessed through a combination of the above grading structure. There will be three (3) exams consisting of multiple choice and essays; a number of case studies for discussion; and possibly a written assignment.

Assessment Details

Exams: Students will be given sufficient time to complete the exams but little else.

Assignments: Students will be responsible for the assignments as per the class schedule and must demonstrate that they understand the central thesis or themes of the relevant assignment and the basic concepts discussed therein. When called upon the student may get extra credit depending on the amount of times they participate, provide, with clarity, foundations to support their answer. **If, however the student fails to answer a number of times then he/she is not prepared and will lose credit for that class.**

Discussions: When covering case studies students will be expected to summarize and participate and each student must also comment on the summary of another student. To ensure, however, that students receive at least 80% of their grade, they should plan on contributing in the discussion. Greater participation will be rewarded. The discussions must demonstrate a grasp of the issues under discussion and be relevant, clearly communicated, and exhibit critical thinking skills.

Extra Points: Students may be given the opportunity to gain extra points.



ACCOMODATIONS FOR STUDENTS WITH DISABILITIES

Please follow the procedures outlined at <https://ods.rutgers.edu/students/registration-form>. Full policies and procedures are at <https://ods.rutgers.edu/>

ABSENCE POLICY

Students are expected to attend all classes; if you expect to miss one or two classes, please use the University absence reporting website <https://sims.rutgers.edu/ssra/> to indicate the date and reason for your absence. An email is automatically sent to me.

SAMPLES OF LECTURE TOPICS (NOT NECESSARILY FINALIZED): (SEE CLASS SCHEDULE)

ACADEMIC INTEGRITY

The university's policy on Academic Integrity is available at <http://academicintegrity.rutgers.edu/academic-integrity-policy>. The principles of academic integrity require that a student:

- properly acknowledge and cite all use of the ideas, results, or words of others.
- properly acknowledge all contributors to a given piece of work.
- make sure that all work submitted as his or her own in a course or other academic activity is produced without the aid of impermissible materials or impermissible collaboration.
- obtain all data or results by ethical means and report them accurately without suppressing any results inconsistent with his or her interpretation or conclusions.
- treat all other students in an ethical manner, respecting their integrity and right to pursue their educational goals without interference. This requires that a student neither facilitate academic dishonesty by others nor obstruct their academic progress.
- uphold the canons of the ethical or professional code of the profession for which he or she is preparing.

Adherence to these principles is necessary in order to ensure that

- everyone is given proper credit for his or her ideas, words, results, and other scholarly accomplishments.
- all student work is fairly evaluated and no student has an inappropriate advantage over others.
- the academic and ethical development of all students is fostered.
- the reputation of the University for integrity in its teaching, research, and scholarship is maintained and enhanced.

Failure to uphold these principles of academic integrity threatens both the reputation of the University and the value of the degrees awarded to its students. Every member of the University community therefore bears a responsibility for ensuring that the highest standards of academic integrity are upheld.



RUTGERS-NEW BRUNSWICK

**Agricultural, Food,
and Resource Economics**

School of Environmental and Biological Sciences

Department of Agricultural, Food and Resource Economics

STUDENT WELLNESS SERVICES

Just In Case Web App <http://codu.co/cee05e>

Access helpful mental health information and resources for yourself or a friend in a mental health crisis on your smartphone or tablet and easily contact CAPS or RUPD.

Counseling, ADAP & Psychiatric Services (CAPS)

(848) 932-7884 / 17 Senior Street, New Brunswick, NJ 08901 / www.rhscaps.rutgers.edu/

CAPS is a University mental health support service that includes counseling, alcohol and other drug assistance, and psychiatric services staffed by a team of professional within Rutgers Health services to support students' efforts to succeed at Rutgers University. CAPS offers a variety of services that include: individual therapy, group therapy and workshops, crisis intervention, referral to specialists in the community and consultation and collaboration with campus partners.

Violence Prevention & Victim Assistance (VPVA)

(848) 932-1181 / 3 Bartlett Street, New Brunswick, NJ 08901 / www.vpva.rutgers.edu/

The Office for Violence Prevention and Victim Assistance provides confidential crisis intervention, counseling and advocacy for victims of sexual and relationship violence and stalking to students, staff and faculty. To reach staff during office hours when the university is open or to reach an advocate after hours, call 848-932-1181.

Disability Services

(848) 445-6800 / Lucy Stone Hall, Suite A145, Livingston Campus, 54 Joyce Kilmer Avenue, Piscataway, NJ 08854 / <https://ods.rutgers.edu/>

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation: <https://ods.rutgers.edu/students/documentation-guidelines>. If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at: <https://ods.rutgers.edu/students/registration-form>.

Scarlet Listeners

(732) 247-5555 / <https://rutgers.campuslabs.com/engage/organization/scarletlisteners>

Free and confidential peer counseling and referral hotline, providing a comforting and supportive safe space.