

BUS120 | Organizational Behavior

Course Text

No need to track down a textbook; this text is provided digitally as part of the course enrollment:

McShane, S.L., & Young, M.V. (2024). *Organizational Behavior*, 10th edition. New York, NY: McGraw-Hill Education.

Course Description

This course provides is designed to provide students with an opportunity to explore the behavior of individuals, groups, and organizations within today's dynamic work environment. Specific topics include communications, motivations, leadership, power structure, and organizational culture.

Learning Outcomes

After completing this course, students will be able to:

1. Correlate self-concept, personality, emotions, and values to work performance
2. Correlate intelligence, ability, attitudes, job satisfaction, and learning to work performance
3. Compare and contrast content and process theories of motivation
4. Explain the use of goal-setting, feedback, rewards, and reinforcement, in improving performance
5. Examine the structure, size, and design of teams, and the effect of norms and roles on behavior
6. Examine techniques for effective teamwork, especially in problem-solving and decision-making
7. Examine barriers to communication and apply techniques of effective communication and also explain why communication is important in organizations while discussing four influences on effective communication encoding and decoding
8. Differentiate functional and dysfunctional conflict and apply conflict management techniques
9. Select elements of organizational structure to optimize employee motivation
10. Apply leadership theories and styles to improve employee motivation

Course Prerequisites

There are no prerequisites for Organizational Behavior.

Academic Integrity Statement

Academic integrity is the pursuit of scholarly activity in an honest, truthful and responsible manner. Violations of academic integrity include, but are not limited to, plagiarism, cheating, fabrication and academic misconduct. Failure to comply with the Academic Integrity Policy can result in a failure and/or zero on the

attempted assignment/examination, a removal from the course, disqualification to enroll in future courses, and/or revocation of an academic transcript.

Course Completion Policy

In order for a course to be considered complete, **all required coursework must be attempted, submitted, and graded.** Required coursework consists of graded assignments. Any Academic Integrity Policy violations may prevent a course from being considered complete.

Assessment Types

StraighterLine courses may include any combination of the assessment types described below. Review the descriptions to learn about each type, then review the Course Evaluation Criteria to understand how your learning will be measured in this course.

Benchmarks

Benchmarks test your mastery of course concepts. You have 3 attempts, and your highest score counts.

Note: Cumulative Benchmarks (final exams) only allow 1 attempt.

Capstones

Capstones are project-based assessments that help you apply concepts to real-world scenarios. You have 2 attempts, and your highest score counts.

Checkpoints

Checkpoints are quick knowledge checks on important course concepts. All are open-book, and most have 1-3 attempts.

AI Use-Case Policies

StraighterLine Capstone assessments operate under one of three AI Use-Case Policies. These designations are selected intentionally to support learners in developing digital literacy, ethical reasoning, and authentic communication skills. Each model requires students to engage meaningfully with the course outcomes while adhering to academic standards.

Independent Work Requirement: Capstones with this designation must be completed independently without using AI tools. The goal is for learners to showcase their own understanding and skills without AI assistance. Students are expected to generate and submit original work developed solely through their own reasoning and effort.

AI-Assisted Planning Option: Capstones with this designation may allow AI tools to support brainstorming and assessment planning. If allowed, students will be asked to document any AI assistance by noting how it informed their work. Documentation must be included within the assignment or in a designated reflection field. Examples include describing how an AI tool helped organize an outline, generate ideas, or surface sources for further exploration.

AI-Integration Requirement: Capstones with this designation require AI tools as part of the learning process. Students will be asked to reflect upon their AI interactions and AI contributions to the assessment. Reflections must include which tools were used, how they were used, and what insights students gained from the process. This promotes transparency, ethical use, and metacognitive skill-building.

Course Evaluation Criteria

Your score provides a percentage score and letter grade for each course. A passing percentage is 70% or higher.

There are a total of 1000 points in the course:

Assessment	Points	Learning Outcomes
Checkpoint 1: Introduction to the Field of Organizational Behavior	0	N/a
Benchmark 1: Work Life Integration and Balance	10	1
Checkpoint 2: Personality and Values	0	N/a
Checkpoint 3: Perceiving Ourselves and Others in Organizations	0	N/a
Checkpoint 4: Workplace Emotions, Attitudes, and Stress	0	N/a
Benchmark 2: Checkpoints 1-4	125	1-3
Benchmark 3: Organizational Behavior Modification	10	3, 5
Checkpoint 5: Foundations of Employee Motivation	0	N/a
Benchmark 4: Team-Based Incentives	10	5, 6
Checkpoint 6: Applied Performance Practices	0	N/a
Checkpoint 7: Decision Making and Creativity	0	N/a
Checkpoint 8: Team Dynamics	0	N/a
Benchmark 5: Checkpoints 5-8	125	4-7
Benchmark 6: Checkpoints 1-8	140	1-5
Checkpoint 9: Communicating in Teams and Organizations	0	N/a
Benchmark 7: Digital Communication and Best Practices	10	7
Checkpoint 10: Power and Influence in the Workplace	0	N/a
Checkpoint 11: Conflict and Negotiation in the Workplace	0	N/a
Benchmark 8: Communication and Avoiding Conflict	10	8
Checkpoint 12: Leadership in Organizational Settings	0	N/a
Benchmark 9: Checkpoints 9-12	125	8, 9
Checkpoint 13: Designing Organizational Structures	0	N/a
Benchmark 10: Twitter's Organizational Structure	10	9
Checkpoint 14: Organizational Culture	0	N/a
Checkpoint 15: Organizational Change	0	N/a
Benchmark 11: Checkpoints 13-15	125	9, 10
Benchmark 12: Checkpoints 1-15	300	1-10

Assessment	Points	Learning Outcomes
Total	1000	

Course Roadmap

This roadmap provides an overview of the checkpoints and lessons covered in this course.

Checkpoint 1: Introduction to the Field of Organizational Behavior

- Chapter 1 Pre-Reading: What Do You Think?
Chapter 1 Presentation
- Textbook Reading Chapter 1: Introduction to the Field of Organizational Behavior

Checkpoint 2: Personality and Values

- Chapter 2 Pre-Reading: What Do You Think?
- Chapter 2 Presentation
- Textbook Chapter 2: Individual Differences: Personality and Values

Checkpoint 3: Perceiving Ourselves and Others in Organizations

- Chapter 3 Pre-Reading: What Do You Think?
- Chapter 3 Presentation
- Textbook Chapter 3: Perceiving Ourselves and Others in Organizations

Checkpoint 4: Workplace Emotions, Attitudes, and Stress

- Chapter 4 Pre-Reading: What Do You Think?
- Chapter 4 Presentation
- Textbook Chapter 4: Workplace Emotions, Attitudes, and Stress

Checkpoint 5: Foundations of Employee Motivation

- Chapter 5 Pre-Reading: What Do You Think?
- Chapter 5 Presentation
- Textbook Chapter 5: Foundations of Employee Motivation

Checkpoint 6: Applied Performance Practices

- Chapter 6 Pre-Reading: What Do You Think?
- Chapter 6 Presentation
- Textbook Chapter 6: Applied Performance Practices

Checkpoint 7: Decision Making and Creativity

- Chapter 7 Pre-Reading: What Do You Think?
- Chapter 7 Presentation
- Textbook Chapter 7: Decision Making and Creativity

Checkpoint 8: Team Dynamics

- Chapter 8 Pre-Reading: What Do You Think?
- Chapter 8 Presentation
- Textbook Chapter 8: Team Dynamics

Checkpoint 9: Communicating in Teams and Organizations

- Chapter 9 Pre-Reading: What Do You Think?
- Chapter 9 Presentation
- Textbook Chapter 9: Communicating in Teams and Organizations
- Optional Assignment: Organizational Structure Plan
- Example Optional Assignment: Organizational Structure Plan

Checkpoint 10: Power and Influence in the Workplace

- Chapter 10 Pre-Reading: What Do You Think?
- Chapter 10 Presentation
- Textbook Chapter 10: Power and Influence in the Workplace

Checkpoint 11: Conflict and Negotiation in the Workplace

- Chapter 11 Pre-Reading: What Do You Think?
- Chapter 11 Presentation
- Textbook Chapter 11: Conflict and Negotiation in the Workplace

Checkpoint 12: Leadership in Organizational Settings

- Chapter 12 Pre-Reading: What Do You Think?
- Chapter 12 Presentation
- Textbook Chapter 12: Leadership in Organizational Settings

Checkpoint 13: Designing Organizational Structures

- Chapter 13 Pre-Reading: What Do You Think?
- Chapter 13 Presentation
- Textbook Chapter 13: Designing Organizational Structures

Checkpoint 14: Organizational Culture

- Chapter 14 Pre-Reading: What Do You Think?
- Chapter 14 Presentation
- Textbook Chapter 14: Organizational Culture
- Optional Writing Assignment: Forms of Leadership

Checkpoint 15: Organizational Change

- Chapter 15 Pre-Reading: What Do You Think?
- Chapter 15 Presentation
- Textbook Chapter 15: Organizational Change

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