



**IET 327**  
**Applied Industrial Management**  
**Course Syllabus**  
**Spring 2011**

Department of Applied Engineering and Technology  
College of Science and Technology  
Morehead State University

**Course Description**

(3-0-3): Applied Industrial Management, IET 327, 3-0-3 hours; on demand. Industrial organizational design, dynamics of organizational behavior, functions of industrial management, and business fundamentals for effective management in industrial and technical organizations. Special emphasis on challenges facing industrial managers, positive organizational behavior, leadership attributes, strategic planning, group dynamics and teamwork, information technology, web-based entrepreneurship, and globalization opportunities.

The course will look at the challenges facing management in industrial organizations and consider solutions of industrial/engineering management problems. Case studies, discussions and projects are integrated in a cohesive approach to solving management problems in line with contemporary technological advances.

**Instructor**

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**Class Time: Online**

**Office Hours:**

Monday & Wednesday: 10.30 AM – 12.00 Noon  
Tuesday & Thursday: 1.00 PM – 2.30 PM

**Reading Materials**

Robbins S. P. and Judge T. A., (2011). *Organizational Behavior* (14<sup>th</sup> Ed.). Prentice Hall, ISBN:

978-0-13-612438-2

### Supplementary Reading Materials

1. Chang C. M., (2005). *Engineering Management* Pearson-Prentice Hall, ISBN: 0-13-144678-9

Luthans F., (2008). ). *Organizational Behavior* (14<sup>th</sup> Ed.). McGraw Hill, ISBN:

### Course Objectives

Upon successful completion of this course, the student will have gained the following competencies:

1. Understand the Organization Behavioral Perspective. (Evaluated in Exam 1, online discussions, and Final Exam)
  - Describe the major challenges and paradigm shift facing management
  - Explain the Hawthorne studies and its relationship as the starting point of modern organizational Behavior.
2. Understand Positive Organizational Behavior. (Evaluated by Exam 1 and final exam.)
  - Explain the theory, research and application of self efficacy
  - Explain the specific roles that emotion and intelligence play in emotional intelligence.
3. Understand Diversity and Ethics. (Evaluated by Exam 1, online discussion, and final exam.)
  - Discuss the meaning of ethics and the major factors of ethical behavior
  - Describe major areas of ethical concern, including “bottom-line” impact and specific issues such as sexual harassment and privacy.
4. Understanding of Attitudes and their relation to Job Satisfaction. (Evaluated by Exam 2 and final exam.)
  - Describe the meaning of attitudes and their emotional, information, and behavioral components.
  - Describe the application of goal setting to overall systems performance
5. Understand Motivational Needs and Processes. (Evaluated by Exam 2 and final exam.)
  - Discuss the major content theories of work motivation
  - Explain the contemporary equity and organizational theories.
6. Understand Information Technology and Globalization and its impact on Organizational Behavior. (Evaluated by exam 1 and Final Exam)
  - Describe the developments in knowledge management and human capital/intelligence.
  - Describe the role and dimensions of culture as a context for international behavior
7. Understand Group Dynamics and Team formation. (Evaluated by real case studies assignments, Exam 2 and final exam.)
  - Describe how the difference between a group and a team.

- Discuss the various types of teams and their importance in an organization.
8. Understand Design and Structure. (Evaluated by real case studies assignments, Exam 2 and final exam.)
- Describe how an organizational design is maintained.
  - Explain the importance of organization structures, hierarchies and chain of command.
9. Understand Effective Leadership Processes. (Evaluated by final exam.)
- Explain the traditional theories of leadership, including the trait, group and exchange, contingency and path goal approaches.
  - Identify modern theoretical processes for leadership, such as charismatic, transformational, social cognitive, substitutes, and now authentic leadership.
10. Understand Globalization, Information Technology, and the roles of engineers and technologists in global organizations. (Evaluated by online discussion, and final exam.)
- Explain the difference between a leader and a manager.
  - Discuss the role that engineers and technologies play in organizations.

## Assessments

### 1. Exams

There will be two (2) exams during the semester and a FINAL EXAM. There will be no makeup exams. There is no substitute for any exams. Should a student need to miss an exam, the instructor must be consulted beforehand. Otherwise, it is not accepted and the student will not receive any credit for that exam. The only legitimate reason to miss an exam is death in the immediate family or medical condition such as surgery.

### 2. Individual Assignments / Projects

The students will be given six (6) individual projects. Each has to be submitted on the specified due date. There will be one grading scale deduction from the assignment total grade for any late submission within the first week after the due date. No late submission will be accepted beyond the first week after the due date and a grade of zero will be recorded. The only legitimate reason for missing an assignment is death in the immediate family or medical condition such as surgery.

### 3. Group Projects (Case Studies)

Case studies will be assigned for group project. These case studies are given to the groups without previous notification. Groups will complete the given case study and present their work in class. There is no substitution for these activities. It is extremely important that students attend all the class sessions. Should a student need to miss class, the instructor must be consulted beforehand. The only legitimate reason is death in the immediate family or medical condition such as surgery.

Students will use the Harvard Case Study method to resolve all assigned cases. The six step Harvard Case Study process is:

1. Define the problem
2. Describe the facts of the case
3. List alternatives
4. Analyze the alternatives
5. Formulate a conclusion
6. Make recommendations

#### 4. Online Home Page:

The students are to complete their home page in Communication section of Black board. They should complete all the sections in the home page, except for the favorite website. The due for this requirement is by the end of the second week of the semester.

#### 5. Portfolio

Students are to prepare a portfolio including all the assignments, exams, reports, etc. that they have submitted and for which they have received credit. This portfolio will include a table of content, a copy of the syllabus, all the assignments, exams, reports, etc. In addition, each student will write a paragraph or two evaluating the course, its contents, delivery, etc. and will add it to the portfolio. The due for the portfolio is one week prior to the final exam day.

### **Evaluation**

<u>Activity</u>	<u>Points</u>	<u>Percentage</u>
Syllabus Quiz	10	1%
Home Page	10	1%
Discussion Board	100	10%
Individual Assignments (6)	300	30%
Group Project	100	10%
Exams 1	100	10%
Exams 2	100	10%
Portfolio	30	3%
Final Exam	250	25%
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Total	1000	100%

**Note:** 90-100% = A    80-89% = B    70-79% = C    60-69% = D    Below 60% = E

**ACADEMIC HONESTY**

Cheating, fabrication, plagiarism or helping others to commit these acts will not be tolerated.

Academic dishonesty will result in severe disciplinary action including, but not limited to, failure of the student assessment item or course, and/or dismissal from MSU. If you are not sure what constitutes academic dishonesty, read *The Eagle: Student Handbook* or ask your instructor. The policy is located at <http://www.morehead-st.edu./units/studentlife/handbook/academicdishonesty.html>. For example: Copying information from the Internet is plagiarism if appropriate credit is not given.

**POLICY for ACCOMMODATING STUDENTS with DISABILITIES**

Professional staff from MSU Academic Services Center (ASC) coordinates efforts to address accessibility needs and class accommodations with instructors of students who have learning or physical disabilities. Faculty will cooperate with the ASC staff to accommodate the needs of students taking departmental courses.

**CAMPUS SAFETY STATEMENT**

Emergency response information will be discussed in class. Students should familiarize themselves with the nearest exit routes in the event evacuation becomes necessary. You should notify your instructor at the beginning of the semester if you have special needs or will require assistance during an emergency evacuation. Students should familiarize themselves with emergency response protocols at [www.moreheadstate.edu/emergency](http://www.moreheadstate.edu/emergency).

WEEK 1 & 2			WEEK 3 & 4		
Date	Lecture	Reading	Date	Lecture	Reading
1/18	<b>Course Introduction</b> Syllabus Quiz and Homepage assigned		1/31	<b>Positive Organizational Behavior</b> Homepage due, IP 1 due, IP 2 and DB 2 assigned	
1/24	<b>Intro. to Organizational Behavior</b> Syllabus Quiz due IP 1 and DB 1 assigned	<b>Ch. 1</b>	2/7	<b>Diversity in Organizations</b> IP 2 and DB 2 due DB 3 assigned	<b>Ch. 2</b>
WEEK 5 & 6			WEEK 7 & 8		
2/14	<b>EXAM 1 (2/14/11)</b> Teams assigned for Group Projects		2/28	<b>Understanding Work Teams</b> IP 3 due IP 4 and DB 4 assigned	<b>Ch. 10</b>
2/21	<b>Foundations of Group Behavior</b> Assignment 3 (Group Report Writing)	<b>Ch. 9</b>	3/7	<b>Organizational Design and Structure</b> IP 4 and DB 4 due	<b>Ch. 15</b>
WEEK 9 & 10			WEEK 11 & 12		
3/14	<b>Globalization and Leadership</b> IP 5 and DB 5 assigned	<b>Ch. 12</b>	3/28	<b>EXAM 2 (3/29/11)</b> Group Project assigned	
3/21	<b>SPRING BREAK</b> IP 5 and DB 5 due		4/4	<b>Information Technology</b> Preliminary Group Project Reports due	
WEEK 13 & 14			WEEK 15 & 16		
4/11	<b>Engineers and Technologists as Managers</b> IP 6 and DB 6 assigned		4/25	<b>Final Project Presentations</b> Electronic Portfolio Assigned	
4/18	<b>Challenges for Engineering/Technological Managers</b> IP 6 and DB 6 due		5/2	Course Overview (Review for Final Exam) Electronic Portfolio Due	

IP = Individual Project DB = Discussion Board GP = Group Project

**Final Exam: Monday, May 9**

**NOTE: This syllabus is subject to change at the discretion of the instructor to**

**accommodate student and/or instructional needs.**