

Department	International College of Liberal Arts		
Semester	Spring 2026	Year Offered (Odd/Even/Every Year)	Every Year
Course Number	BUSN/PSYC327		
Course Title	Leadership and Organizational Behavior		
Prerequisites	None		
Course Instructor	FOWLER Randy	Year Available (Grade Level)	3
Subject Area	Global Business & Economics	Number of Credits	3
Class Style	Lecture	Language of instruction	English

(NOTE 1) Depending on the class size and the capacity of the facility, we may not be able to accommodate all students who wish to register for the course

Course Description	<p>This course provides an in-depth understanding of a broad range of theories of leadership, and factors leading to the successful management of organizations. The content of the course focuses firstly on knowledge which organizational leaders must possess about organizational behavior, such as human resources management, employee motivation and morale, job performance, and organizational change. The course then focuses on leadership itself, and theories and findings about the traits and practices which result in leadership success. Students will read a book-length biography of a successful leader, and apply principles learned in class to dissecting and analyzing the leader's motivations and behaviors. Students will engage in discussion and activities that will help them to understand and identify those behaviors and traits in themselves which may bring out the best in their leadership capabilities.</p>
Class plan based on course evaluation from previous academic year	N/A
Course related to the instructor's practical experience (Summary of experience)	N/A
Learning Goals	<p>By the course's conclusion, students will be equipped with a broad array of perspectives, tools, and insights to maximize their potential to successfully lead organizations.</p>

iCLA Diploma Policy	DP4
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iCLA Diploma Policy

(DP1) To Value Knowledge – Having high oral and written communication skills to be able to both comprehend and transfer knowledge

(DP2) To Be Able to Adapt to a Changing World – Having critical, creative, problem-solving, intercultural skills, global and independent mindset to adopt to a changing world

(DP3) To Believe in Collaboration – Having a disposition to work effectively and inclusively in teams

(DP4) To Act from a Sense of Personal and Social Responsibility – Having good ethical and moral values to make positive impacts in the world

Active Learning Methods	Discussion, Debate/Presentation/Others (Specify in the section below)				
More details/supplemental information on Active Learning Methods	Self-knowledge through the taking of standardized personality tests, and applying their findings to the discovery of suitable leadership approaches.				
Use of ICT	Lecture PowerPoint slides and articles will be uploaded to the campus system.				
Contents of class preparation and review	Students are expected to review the slides and their notes after each class session. Students must do any assigned readings in advance of class, and be prepared to discuss them during class. Students will be expected to read a book-length biography over the duration of the course, and will be responsible for managing their time in such a way as to complete it by the deadline near the course's end.	Hours expected to be spent preparing for class (hours per week)	3 hours	Hours expected to be spent on class review (hours per week)	2 hours
Feedback Methods	Feedback on presentations will be given by both professor and students verbally in class. Final exam scores will be posted online. Students are welcome to request an individual review and discussion of their exam in person.				

Grading Criteria		
Grading Methods	Grading Weights	Grading Content
Presentation	40%	
Final Exam	50%	
Class Participation	10%	

Required Textbook(s)	N/A
Other Reading Materials/URL	<ul style="list-style-type: none"> <li>—Chernow, Ron (2004). Titan: The Life of John D. Rockefeller, Sr. Vintage Books</li> <li>—Relevant and timely articles as applicable.</li> </ul>

Plagiarism Policy	Plagiarism in any form is not acceptable in this class. Instances of "sloppy plagiarism" (e.g. citing the appropriate source but failing to put a verbatim quotation in quotes) will result in a grade of zero for that assignment. Instances of overt plagiarism (i.e. a verbatim quote without acknowledging the actual author of the words, or paraphrasing someone else's work without attribution) will result in a failing grade for the course. It is important to be especially mindful with the use of AI, as it may generate plagiarized content which, if used in an assignment, the student alone will be held accountable for.
Other Additional Notes (Outline crucial policies and info not mentioned above)	Class attendance and engagement are especially important for doing well in this course, as exams will primarily cover material discussed in class.

(NOTE 2) Class schedule is subject to change

Class Schedule	
Class Number	Content
Class 1	Introduction
Class 2	Affect/Mood
Class 3	Cooperation and competitiveness; Goal setting
Class 4	Relational vs. Transactional organizational cultures; Voice vs. Silence
Class 5	Pygmalion & Galatea Effects
Class 6	The importance of context in organizational behavior; Feedback-seeking behavior; Bullying; Job Performance
Class 7	Perceptions of Justice; Problem-solving and Creativity
Class 8	Identity and Emotion
Class 9	Employee Motivation

Class 10	Cognitive Dissonance
Class 11	Obedience to Authority
Class 12	Introduction to Leadership
Class 13	Trait Theory: Introduction
Class 14	Trait Theory II: Big 5 Personality Test
Class 15	Behavioral Theories
Class 16	Behavioral Theories II
Class 17	Style Approach
Class 18	Situational Theories
Class 19	Contingency Theory
Class 20	Charisma
Class 21	"Authentic" Leadership
Class 22	Followership

Class 23	Psychodynamic Perspectives
Class 24	Emotional Intelligence
Class 25	Power
Class 26	Biography Discussion
Class 27	Presentations & Feedback I
Class 28	Presentations & Feedback II
Class 29	Presentations & Feedback III
Class 30	Final Exam