

**Wesley Theological Seminary**  
**Doctor of Ministry Program**  
**February 1 – March 31, 2016**

**DM-L614OL Organizational Behavior: The Science of Leadership**

**Instructor: Dr. Anne Murray**

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**Description:** In today's rapidly changing, globally competitive economy, organizations are faced with the problems of producing not only a high quality product or service, but doing so at a competitive price. While technological advances are critical toward achieving this end, technology by itself is not the answer. Increasingly, academic experts in performance improvement, top-level executives, and organizational consultants are all sending the message that we have to utilize our human resources more effectively. This is one of the biggest challenges leaders face. This course, *Organizational Behavior: The Science of Leadership*, serves as a foundation for understanding what influences the behavior of people in organizations. The course balances a conceptual and empirical understanding of the structure and functioning of human behavior in organizations with providing a realistic and practical view of people working in organizations. It will explore behavioral influences that affect productivity, organizational effectiveness, and organizational efficiency. In doing so, the course will consider perception, motivation, decision making, communication, leadership, job and organizational design, power and politics in organizations, organizational change, and organizational development.

**At least 4 synchronous on-line sessions will be scheduled.**

**Texts:**

- *The Science of Leadership: Lessons from Research for Organizational Leaders* 1st Edition (2014) by Julian Barling ISBN-13: 978-0199757015
- *Essentials of Organizational Behavior*, 13th Edition, (2015) by Stephen P. Robbins and Timothy A. Judge ISBN-13: 978-0133920819

**Useful Resource (but not required):** <http://www.nwlink.com/~donclark/leader/leader.html> -

“The Art and Science of Leadership, a comprehensive collection of articles and activities for developing leadership skills and knowledge. Becoming a good leader is not easy, but learning the correct skills and knowledge, putting them into practice, and then adapting them to different situations, will put you well on your way to becoming a leader.”

**Requirements for class:** Participation in both synchronous and asynchronous discussions; written assignments; annotated bibliography of resource articles; final case analysis.

**The only pre-class assignment is to read and familiarize oneself with both texts.**