Organizational Behavior Management
BEHV 4400.001

Instructor Information

Dr. Manish Vaidya
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e-mail: vaidya@unt.edu

Office Hours

By appointment only.

TA & Contact

Daryl Stewart (DarylStewart@my.unt.edu)
Office Hours: By appointment

Course Texts


Supplemental readings (articles, book chapters, documentaries) as assigned by instructor.

Course Overview

This course will introduce the beginning student to a specialty within Applied Behavior Analysis (ABA) called Organizational Behavior Management (OBM). In an effort to establish a strong foundation for understanding OBM, the course will introduce fundamental concepts of Behavior Analysis and the strategies and tactics of its application where necessary. OBM emphasizes the analysis and management of any number of work-related issues in a wide array of settings and contexts. As such, the course will not only appeal to students interested in business-related issues but should also prove interesting for students concerned with understanding organizational structure and its role in the organization of behavior.

Expected outcomes

By the end of the course, the attentive student should be able to:

- Define and describe Organizational Behavior Management.
- Identify examples of behavioral principles affecting work performance.
- Identify the factors that influence behavior in organizations.
- Describe a plan for performance measurement.
- Generate ideas about how to solve work-related problems.
- Describe techniques for improving performance problems.
Performance Contingencies

**Exercises & Activities:** There will be 8 in class exercises or homework assignments based on the readings or supplemental material provided. These assignments will be treated like work assignments and will be completed individually or in small groups.

8 assignments x 10 points = 80 points possible.

**Weekly Quizzes:** There will be 8 weekly quizzes covering material from previous classes, the assigned reading, and any supplemental materials discussed or distributed during class. These quizzes are meant to encourage students to read and engage the material before coming to class.

8 weekly quizzes x 10 points = 80 points possible

**Mid-term Exam:** A mid-term exam will be scheduled during the middle of the semester to assess student mastery of presented material. The mid-term will assess all material presented from the first week of class to the mid-term exam.

1 mid-term exam x 50 points = 50 points possible

**Group Assignment:** Students will be assigned to small groups, in which they will explore the application of information from assigned readings, lectures, and assignments to a business problem. Groups will be required to make a short (5-10 minute) presentation to the class on their assessment and intervention at the end of the semester. The presentation should make use of the concepts and principles learned in class. The details of this assignment are open-ended and will be discussed throughout the semester.

1 presentation x 50 points = 50 points possible

**Final Exam:** A final exam will be scheduled during finals week. The final exam will assess all material presented after the mid-term exam. However, students who have earned greater than 260 points by the 30th of April, 2013 can elect to skip the final exam.

1 final exam x 50 points = 50 points possible

**GRADE ASSIGNMENT:** It is possible for the student to earn a maximum of 310 in the course (not counting the incidental extra-credit question on a quiz or exam or some additional points for exceptionally good work).

We plan to offer between 15-30 points in extra credit work (summarizing papers or extra questions on quizzes, etc.). With those points in place, there will be no opportunity to make up assignments missed due to absences.

A: 310 - 279
B: 278 - 248
C: 247 - 217
D: 216 - 186
F: 185 and below

**ADA Statement:** The Department of Behavior Analysis, in cooperation with the Office of Disability Accommodation, complies with the Americans with Disabilities Act in making reasonable accommodations for qualified students with disabilities. Students with disabilities should discuss, with me, alternative means by which to fulfill the course objectives if their disability prohibits them from taking tests and completing exercises in standard formats.
# Detailed Course Schedule

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<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Prepare for class</th>
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<tbody>
<tr>
<td>1.15.13</td>
<td>Introduction to BEHV 4400</td>
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<tr>
<td>1.22.13</td>
<td>About Behavior Analysis/ Principles</td>
<td>Ch 8, 9, 10, 21</td>
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<tr>
<td>1.29.13</td>
<td>About OBM</td>
<td>Ch 1, 2</td>
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<td>2.5.13</td>
<td>Discussion of Final Project</td>
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<tr>
<td>2.12.13</td>
<td>Identifying the Problem</td>
<td>Ch 3, 4, 5</td>
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<td>2.19.13</td>
<td>Pinpointing &amp; Measurement</td>
<td>Ch 12, 13, 14</td>
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<tr>
<td>2.26.13</td>
<td>Analysis</td>
<td>Ch 6, 7</td>
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<tr>
<td>3.5.13</td>
<td><strong>MIDTERM</strong></td>
<td></td>
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<tr>
<td>3.12.13</td>
<td><strong>SPRING BREAK</strong></td>
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<tr>
<td>3.19.13</td>
<td>Analysis</td>
<td>Ch 23</td>
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<tr>
<td>3.26.13</td>
<td>Intervention - Antecedent (punctate)</td>
<td>Ch 11, 20</td>
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<tr>
<td>4.2.13</td>
<td>Intervention - Antecedent (extended)</td>
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<tr>
<td>4.9.13</td>
<td>Intervention - Consequent (punctate)</td>
<td>Ch 17, 18, 19, 22</td>
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<tr>
<td>4.16.13</td>
<td>Intervention - Consequent (extended)</td>
<td>Ch 15, 16</td>
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<tr>
<td>4.23.13</td>
<td>Presentations</td>
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<td>4.30.13</td>
<td>Presentations</td>
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<tr>
<td>5.7.13</td>
<td><strong>FINAL</strong></td>
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**SCHEDULE:** Exact dates and chapters are subject to adjustment. Please keep up with class announcements regarding the content by coming to class.
Name:

Preferred Name (if any):

Class: Major(s): Have you taken any other Behavior Analysis courses? Y N

If Yes, what courses?

What are your professional interests (i.e., what do you plan to do after you graduate)?

What do you want to get out of this class?

Do you have any experience managing/supervising others? Y N
If Yes, describe your experiences (e.g., what you did, how well it worked, etc.)

Please list the jobs you've held during the last three years.

Do you understand that attendance in this class is critical to successful completion? _____Yes ____No

Signature ___________________________  Date ______________