

# MGT 6502 MMO: Leading People and Organizations Syllabus Fall 2026

## **Instructor**

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## **Course Details**

- **Delivery:** 100% Web-Based, Asynchronous
- **Office Hours:** Office Hours will be held on Zoom on Thursdays from 8 - 9 PM EST. Attendance is optional. Office hours will not be recorded.

## **Description**

In today's competitive marketplace, organizations survive and thrive based on the contributions of each employee. Yet, the complexities of human behavior often mean that leaders struggle to maximize the true potential of their subordinates. Thus, leaders who fundamentally understand the ins and outs of employee behavior in organizations are often viewed as a commodity in organizations due to their uncanny ability to effectively lead a group of subordinates.

Building on the noted importance of employee behavior in the workplace, the overall goal of this course is to better equip you with the knowledge and skills needed to maximize positive behaviors that benefit the collective interests of your team/organization and minimize those negative behaviors that undermine it. Accordingly, in this course, you will be introduced to the theories and concepts that help to explain the behavior of employees and groups within organizations. In particular, we will cover a primer on leadership, before diving into concepts including motivating yourself and your followers, cultivating creativity, improving decision making as a leader, leading teams effectively, managing conflict, and leading through change. The ultimate goal will be for you to walk away from the course with an improved ability to lead effectively.

## **Pre- &/or Co-Requisites**

There are no prerequisites for this course.

## **Course Goals and Learning Outcomes**

By the end of the course, students will be able to:

1. Describe key knowledge for the following organizational behavior topics: leadership, motivation, creativity/innovation, decision making, conflict management, teams, and organizational change.
2. Apply organizational behavior principles from the course into real world applications, such as improving performance, and leading creativity and change.
3. Effectively communicate observations and recommendations regarding leadership and organizational behavior.

## **Course Materials**

Course Text: There is no required textbook for this course.

Additional Materials/Resources: There will be various Qualtrics surveys, YouTube videos, and external articles that appear in the modules. Each of these resources are free, and you will be provided a link to access these materials via Canvas.

Course Website and Other Classroom Management Tools: All materials for this course can be accessed via the Canvas course page.

### **Course Assignments**

<b>Assignments</b>	<b>Total Weight</b>
Introduction and Course Goals Reflection	2%
Discussion Board Posts – Main Posts (3% × 7 Weeks)	21%
Discussion Board Posts – Peer Posts (2% × 7 Weeks)	14%
Quizzes (9% × 7 Weekly Quizzes)	63%

### **Grading Scale**

Your final grade will be assigned as a letter grade according to the following scale. Please note, I do not round grades.

<b>Letter</b>	<b>Percent Range</b>	<b>Letter</b>	<b>Percent Range</b>
A	90.0-100%	D	60.0-69.9%
B	80.0-89.9%	F	0-59.9%
C	70.0-79.9%		

### **Description of Graded Components**

*Introduction and Course Goals Reflection:* To build a more personalized connection with you and for you to consider what you hope to gain from this course, you will complete a guided document where you introduce yourself, and outline your goals for the class as well as any challenges you foresee. A template is provided on Canvas and the assignment is worth 2% of your final grade. No late assignments will be accepted.

*Discussion Board Posts:* You will be asked to respond to a prompt on Canvas' discussion board each week (i.e., Main Task), as well as to post two peer responses based on a specific prompt (i.e., peer post). Posts for the main task must be at least 200 words and peer posts must be at least 75 words. Each week's discussion board posts are worth 5% of your course grade, with 3% being derived from the main post and 2% from the peer posts. It is recommended to post your response for the main task earlier in the week to increase the likelihood that peers offer feedback on your main post. No late assignments will be accepted.

*Weekly Quizzes:* There will be a weekly quiz consisting of 15-questions (i.e., multiple choice and true/false) based on the topic covered in a particular module. Quizzes will have a time limit of 30 minutes. The quizzes are closed book and will be proctored using Honorlock. There will be seven quizzes in total, with each reflecting 9% of your final grade. Late Quizzes will be accepted up to 24 hours after the due date, with a grade penalty of 15% as described in the “late policy section” below.

### **Submitting Assignments**

All assignments must be completed and submitted within Canvas. Sending assignments, whether early, on time, or late to the professors is not permitted and will not be accepted. If there are technical issues, please notify the help desk, as well as the professor immediately.

### **Assignment Due Dates**

All assignments will be due at the times listed above. These times are subject to change so please check back often. Please convert from Eastern Time to your local time zone using a [Time Zone Converter](#).

### **Late and Make-Up Work Policy**

The introduction/course goal reflection assignments and weekly discussion board posts will not be accepted late. Quizzes will be accepted up to 24 hours late. Any quiz started after the deadline, but within the 24 hour grace period will incur a 15% late penalty. After the 24 hour window, a grade of zero will be entered for the missed assignment.

You are strongly encouraged to begin assignments early and hand them in before the deadline. Unexpected events or illnesses can come up in the hours or day before you hand in an assignment. Because you have a full week to complete assignments, extensions will be under only rare and extremely extenuating circumstances that span a majority of the week in question.

### **Grading and Feedback**

Due to the short nature of this course, grades will be turned around within 5 days of the assignment’s deadline (e.g., assignments due at 11:59 on Sunday will be graded by 11:59 on Friday).

### **Technology Requirements and Skills**

#### *Computer Hardware and Software*

- High-speed Internet connection
- Laptop or desktop computer with a minimum of a 2 GHz processor and 2 GB of RAM
- Windows for PC computers OR Mac iOS for Apple computers.
- Complete Microsoft Office Suite or comparable and ability to use Adobe PDF software (install, download, open and convert)
- Latest versions of Chrome

### Onboarding Quiz and Proctoring Information:

All Georgia Tech online degree and certificate students are required to complete the Onboarding Quiz with Honorlock in the first week of the course. Honorlock is utilized for student identity verification and to ensure academic integrity. Honorlock provides student identity verification via facial and ID photos. You may also be asked to scan the room around you. The Onboarding Quiz is needed to help make sure that your identity is verified and that your system is set up to work with Honorlock online proctoring tool. You are required to complete this quiz early in the semester to avoid problems when taking proctored exams.

### Technology Help Guidelines:

**30-Minute Rule:** When you encounter struggles with technology, give yourself 30 minutes to 'figure it out.' If you cannot, then post a message to the discussion board; your peers may have suggestions to assist you. I also encourage you to contact the Helpdesk 24/7.

When posting or sending email requesting help with technology issues, whether to the Helpdesk, message board, or me use the following guidelines:

- Include a descriptive title for the subject field that includes 1) the name of course 2) the issue. Do NOT just simply type "Help" into the subject field or leave it blank.
- List the steps or describe the circumstance that preceded the technical issue or error. Include the exact wording of the error message.
- When possible, always include a screenshot(s) demonstrating the technical issue or error message.
- Also include what you have already tried to remedy the issue (rebooting, trying a different browser, etc.).

## **Course Policies, Expectations, and Guidelines**

### Communication Policy:

- Email course questions and personal concerns, including grading questions, to me privately using the canvas inbox feature. Do NOT submit posts of a personal nature to the discussion board unless it is a private post on Ed Discussions.
- Email will be checked at least twice per day Monday through Friday; Saturday and Sunday, email is checked once per day. During the week, I will respond to all emails within 24 hours; on weekends and holidays, allow up to 48 hours. If there are special circumstances that will delay my response, I will make an announcement to the class.
- Student Forum/Q&A discussion boards will be checked twice per day Monday through Friday; Saturday and Sunday, these discussion boards will be checked once per day.
- Virtual office hours will be held weekly using Zoom. In the event you are unable to attend during this designated time, please contact me via Ed Discussions.
- For questions related to technology, the Digital Learning Support team at <https://b.gatech.edu/digitallearningsupport> for assistance. You can also reach the Canvas Hotline by phone at 1(877) 259-8498 or by email at [support@instructure.com](mailto:support@instructure.com).

*Accommodations for Students with Disabilities:* If you are a student with learning needs that require special accommodation, contact the Office of Disability Services at (404)894-2563 or <http://disabilityservices.gatech.edu/>, as soon as possible, to make an appointment to discuss your special needs and to obtain an accommodations letter. Please also e-mail me as soon as possible if you would like to set up a time to discuss your learning needs.

*Attendance:* Because this course is fully asynchronous, there are no required class meetings and no attendance is taken. Instead, regular participation is demonstrated through engagement with course materials and completion of assignments by the stated deadlines. Students are expected to access weekly modules, complete required activities, and submit assignments on time.

*The Use of Artificial Intelligence:* Given the nature of the assignments in this course, the use of artificial intelligence is not permissible. This includes including artificial intelligence to help craft or improve discussion board posts, to help set course goals, or to assist in the quizzes. Using artificial intelligence on an assignment will result in a zero for that assignment, as well as potential reporting and sanctions in line with the plagiarism and academic integrity guidelines outlined below.

*Academic and Professional Integrity:* Georgia Tech aims to cultivate a community based on trust, academic integrity, and honor. Students are expected to act according to the highest ethical standards. All students enrolled at Georgia Tech, and all its campuses, are to perform their academic work according to standards set by faculty members, departments, schools, and colleges of the university; and cheating and plagiarism constitute fraudulent misrepresentation for which no credit can be given and for which appropriate sanctions are warranted and will be applied. For information on Georgia Tech's Academic Honor Code, please visit (<https://policylibrary.gatech.edu/student-affairs/academic-honor-code>). Any student suspected of cheating or plagiarizing on a quiz, or assignment will be reported to the Office of Student Integrity, which will investigate the incident and identify the appropriate penalty for violations.

*Online Student Conduct and (N)etiquette:* Although it is not expected to be a problem in a graduate-level class, students are asked to behave in the discussions and other class interactions professionally and civilly. If you are in doubt, do not post it! Instructors reserve the right to remove any postings deemed inappropriate, unprofessional, or otherwise distracting from the course.

*Student-Faculty Expectations Agreement:* At Georgia Tech, we believe that it is important to strive for an atmosphere of mutual respect, acknowledgement, and responsibility between faculty members and the student body. The [Student-Faculty Expectations](#) articulate some basic expectations that you can have of me and that I have of you. In the end, simple respect for knowledge, hard work, and cordial interactions will help build the environment we seek. Therefore, I encourage you to remain committed to the ideals of Georgia Tech while in this class.

*University Use of Electronic Email:* A university-assigned student e-mail account is the official university means of communication with all students at Georgia Institute of Technology. Students are responsible for all information sent to them via their university-assigned e-mail

account. If a student chooses to forward information to their university e-mail account, he or she is responsible for all information, including attachments, sent to any other e-mail account. To stay current with university information, students are expected to check their official university e-mail account and other electronic communications on a frequent and consistent basis. Recognizing that some communications may be time-critical, the university recommends that electronic communications be checked minimally twice a week.

Copyright: Among the materials that may be protected by copyright law are the lectures, notes, and other material presented in class or as part of the course. Always assume the materials presented by an instructor are protected by copyright unless the instructor has stated otherwise.