



MGT 6502 Syllabus

Leading People & Organizations, Section EMA, CRN 53534, 1.5 Credit Hours

Summer 2026

Class Times & Location: Mondays 6:30pm – 9:15pm, Scheller 203

Instructor Information

Instructor: Dr. Vinod Vincent, SPHR, SHRM-SCP

Email: vinod.vincent@scheller.gatech.edu

General Course Information

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 irreplaceable 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. Throughout the course, we will analyze real world cases of organizational behavior with a particular emphasis on how to handle these cases from the lens of a leader.

Course Learning Outcomes

Upon successful completion of this course, you should be able to:

- Demonstrate a fundamental understanding of the topics that comprise leadership and organizational behavior
- Apply information learned in the course into real world applications, such as improving personal and organizational performance, and leading sustainable creativity and change.
- Effectively communicate observations and recommendations regarding leadership and organizational behavior

Required Course Materials

You will need to purchase 5 Harvard Cases. These cases can be purchased for \$24.75 from the following link: <https://hbsp.harvard.edu/import/1407547>

Grading Policy

Assignments and Grading:

Weekly Participation in Lecture/Case Discussion (6 weeks x 6%)	36%
Take Home Quizzes (6 quizzes x 9%)	54%
Self-Reflections (5 Reflections x 2%)	10%
<hr/>	
Total Possible	100%

Grading Scale:

A: 90% - 100%

B: 80% - 89%

C: 70% - 79%

D: 60% - 69%

F: below 60%

Description of Graded Components

Weekly Participation in Lecture and Case Discussions (6% per week, 36% total): Your score will reflect participation for a content area (i.e., leadership, motivation, creativity/innovation, decision making/biases, conflict management, and organizational culture/change). Participation will be comprised of several components, including: (a) participation in large group discussion, (b) participation in small group discussion, (c)

active listening in case discussions, (d) being engaged in the class, and (e) reading the case ahead of class.

Where you will lose points: (a) missing class without a preapproved excused absence, (b) regular usage of phones/social media and other distractions during class, and (c) failing to actively participate during case discussions.

What else should you know: If you show up and put a good faith effort into the class you will do fine on weekly participation. I don't expect to hear everyone's voice in the large group discussion, but you should be interacting with your peers when I place you into small groups. Participation grades will generally be posted within three days of class. Any concerns should be communicated to me within one week of the grade being posted, grade changes will not be made after that time.

Quizzes (9% per quiz, 54% total): There will be a 15-question open-book weekly quiz, which is to be completed independently. Quizzes, which will have a time limit of 30 minutes, are due on Sunday at 11:59 PM each week. No late quizzes will be accepted. To ensure a high degree of integrity, grades may not be made available until all students have completed the quiz.

Self-Reflection (2% per reflection, 10% total): Each week, you will complete a self-reflection, in which you reflect on your (a) growth areas on the topic at hand, as well as (b) identify self-advice on how to improve in your growth areas. To help set expectations, this assignment should take you about 20-25 minutes to write. Self-Reflections are due on Sunday (no later than 11:59 PM) each week. Your lowest self-reflection score will be dropped. Late submissions will not be accepted.

Course Policies

Attendance

Because we only share half a semester together, missing one class is a meaningful absence. For this reason, you need to be in attendance at all sessions, arriving on time and leaving only after a session ends. Failing to attend class will result in the loss of points earned during the class time that cannot be made up. Should you have an undue hardship that prevents you from attending class, please contact me as soon as possible.

Academic 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. Review [Georgia Tech's Honor Code](#) and the student [Code of Conduct](#).

Any student suspected of cheating or plagiarism on a quiz, exam, or assignment will be reported to the Office of Student Integrity, who will investigate the incident and identify the appropriate penalty for violations.

Accommodations for Students with Disabilities

If you are a student with learning needs that require special accommodation, [contact the Office of Disability Services](#) (404-894-2563) 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 in order to set up a time to discuss your learning needs.

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.

Use of Generative AI

There has been an uptick in artificial intelligence tools (e.g., chat GPT) that can at times make the completion of work easier. Because this class relies on personal self-reflection, the usage of these tools takes away from your ability to effectively learn in this course. For this reason, programs that complete (or aid in the completion of) assignments for you are not permissible in this course and the usage of such programs will be handled in accordance with policies related to plagiarism and academic dishonesty.

Late Assignments

You are expected to submit all assignments by the associated due date listed in the course schedule posted on Canvas. Late work will not be accepted. In extremely rare circumstances, and only with advance notice and my approval, an exception may be considered.

Recordings of Class Sessions and Required Permissions

Class recordings presented through video conferencing and other materials posted on Canvas are for the sole purpose of educating the students enrolled in the course. Students may not record or share recordings, including screen capturing, unless the instructor explicitly states so, or individual permission is obtained. Written consent of the instructor must be obtained before sharing the recordings with persons outside of the class.

Campus Resources for Students

Graduate Student Academic and Professional Success Resources:

A list of resources for graduate students is given on the [Office of Graduate and Postdoctoral Education](#) website. Specific information for [current graduate students](#) includes

- [Academic Resources](#) such as the Communications Center, Language Institute, Library, Catalog, Registrar, resources for conducting research, Advocacy and Conflict Resolution resources, and how to manage unexpected situations that may impact your academic performance;
- [Student Resources](#) such as Campus Services, Child Care/Family programs, Health & Wellness, Career Services, and the Student Resource Guide; and
- [Professional Development](#) such as the programming from the Career Center and other professional development resources and events”

Student Well-Being:

At Georgia Tech, we are concerned about your overall physical, social, and mental well-being. A [comprehensive list](#) of wellness related resources has been compiled and maintained by the Office of the Vice President for Student Engagement and Well-being ([student-resource-guide \(gatech.edu\)](#)).