

MGT3212 Organizational Behavior

Code

MGT3212

Title

Organizational Behavior

Credits

3

Description

The primary objective of this course is to improve students' understanding of human behavior in the organizational contexts. Having a deeper knowledge of human behavior will help to better understand attitudes and behavior of co-workers, subordinates, supervisors and clients in the everyday business activities. This course will provide an overview of different theories and concepts of organization behavior and will illustrate how these theories can be translated into research and practice within organizational contexts. It will demonstrate the importance of understanding behavior at the individual, the group, and the organizational levels when managing organizations.

Objectives

This course will focus on discussing different aspects of OB, leadership and ethical issues and their impact on routine managerial activities. Specifically, the main objectives of this course are: Provide students an overview and understanding of the principles and concepts of organizational behavior in the contemporary organizations. Enable students to appreciate and evaluate the potential application of those issues and concepts of OB in real life and business organizational contexts. Provide students with the opportunities to develop essential soft skills to deal with human relations problems of the organizations. To understand ethical perspectives in cross-cultural business contexts.

Outcomes

Upon completion of the course, students will be able to: Understand the impact of both innate and learned individual characteristics (e.g. personality, values, attitudes, perceptions, etc.) and how those factors do and do not shape behavior Learn how organizations shape employee attitudes, and how that in turn influence organizational performance Should have essential soft skills to deal with human relations problems in business organizations. Can distinguish ethical and unethical behavior in organizational context and take appropriate measures to promote ethical business practices.

Assessment

60 % -first and second assessments

40 % -final assessment

Tentative course outline**Week1**

Introduction of OB, theoretical developments, recent trends

Week2

Ethics and OB

Week3

Perception and individual decision making

Week4

Motivation theories

Week5

Personality theories

Week6

Learning theories

Week7

Leadership theories

Week8

Power and politics in organizations

Week9

Group behavior and work teams

Week10

Conflict and interpersonal relationships

Week11

Team and group behavior

Week12

Organization culture

Week13

Change management

Week14

Job satisfaction, commitment and OCB

Week15

Workplace stress & work-life balance