

Organizational Behavior

Basic Information

Code: Organizational Behavior

Code: MGT102

Credit Hours: 3 C.H.

Prerequisite(s): MGT101

Classification: Compulsory Faculty Core

Course Description

This course was designed to provide business students with conceptual knowledge and applications concerning the behavior of people in working organizations. This framework is based on two both individual and group dimensions. The individual level includes: personal attitudes, perceptions, learning and personality. The group level deals with: Group dynamics, motivation, leadership and organizational culture.

Learning Objectives

Upon the completion of this course, the student will be able to:

- Understand the rationale OB and its characteristics.
- Familiar with theories and applications of personal attitudes, learning, perceptions and personality.
- Comprehend the concepts of group dynamics, motivation, communications and leadership.
- Have a basic background of organizational culture.
- Gain the skills of conflict resolution.
- Put OB theories and ideas into practice.

Learning Outcomes

- Student will acquire the necessary knowledge concerning OB theories dealing with human behavior at both the individual and group levels in organizations.
- Student will develop the skills of how to effectively motivate and communicate employees at different levels of the organization.

- Student will gain the knowledge related to leadership analysis, conflict management and organization integration.

Course Outline

Module/Topic
<p><u>Module1: Organizational Behavior Today</u> Unit1: Introduction to Organizational Behavior Unit2: Current Issues in Organizational Behavior Unit3: Organizational Behavior across Cultures Activity 1</p>
<p><u>Module2: Individual Behavior and Performance</u> Unit1: Personality and Individual Differences Unit2: Perception and Attribution Unit3: Motivation and Reinforcement Unit4: Unit5: Performance Management and Rewards Activity 2</p>
<p><u>Module3: Group Dynamics and Teamwork</u> Unit1: How Groups Work Unit2: Teamwork and Team Performance Activity 3</p>
<p><u>Module4: Leadership and Organizational Processes</u> Unit1: Leadership Unit2: Power and Politics Unit3: Information and Communication Unit4: Decision Making Unit5: Conflict and Negotiation Unit6: Change, Innovation, and Stress Activity 4</p>
<p><u>Module5: Organizing for Performance</u> Unit1: Organizing for Performance Unit2: Strategic Competency and Organizational Design Unit3: Organizational Culture and Development Activity 5</p>

*Delivery mode of each module/topic will be determined by instructor and could differ from one semester to the other.