

**Course Title: Management of Organizational Behavior**

Credits: 2 credits

Teaching hours: 32 hours

Prerequisites: basic knowledge of management

Semester: 1st semester

**Lecturer’s Information:**

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**Course Overview:**

This course is designed to provide students with a basic theoretical and practical framework for understanding the field of organizational behavior. The field will be examined at different levels (individual, group, organizational, and environmental). Discussions will include topics perception, attitude, emotion, motivation, team building, power and politics, conflict and negotiation, communication and organizational culture. One of the primary goals of the class is to provide relevant organizational examples so that even students without “real life” organizational experience can recognize the relevance of the course topics.

**Course Objectives:**

1. To understand organizational behavior (OB) concepts associated with continuous improvement in individual, group, and organizational processes in our global environment. Specific attention will be given to: history of field, international context of OB, managing diversity & individual differences, motivation, group/team decision-making and development, leadership, communication, and managing conflict and change.

2. To be able to utilize these concepts to solve practical problems in private, public, not-for-profit, and social organizations. This will be aided by case analysis; each student is expected to analyze "real world situations" through the use of the concepts and theories learned.

**Course Requirements:**

The final course grade will be tentatively calculated as follows:

|  |  |
| --- | --- |
| Homework Assignments | 40% |
| Performance in class | 30% |
| Attendance | 30% |
| Total | 100% |

To achieve a pass grade in this course, students must obtain 60% or more as an aggregate mark on the assessment.

**Homework Assignments and Presentation**

Homework Assignments are designed to assess the students’ ability to put basic OB knowledge into application. Students are required to focus on one topic they are interested in, using the theories and knowledge of the topic to explain one behavior phenomenon around them. The recommended structure is as follows:

* Introduce the theories and knowledge of the topic
* Introduce the behavior phenomenon around you and propose the research question
* Follow the methodologies to scientifically analyze the phenomenon
* Get the results and draw a conclusion

Homework Assignments should be submitted via Email prior to presentation. Hard copies of the assignments should also be handed in on the day of presentation.

**Team Work**

Students are required to form team to jointly discuss the Case Study in class and make presentation. Team members are encouraged to be actively involved in the discussion. Each member’s performance will be evaluated by their participation in the presentation.

**Text Book and Indicative Reading List:**

1. Timothy A. Judge, Stephen P. Robbins, Organizational Behavior (17th Edition), Person Education Limited, 2016.

2. Steven L. McShane, Mary Ann Von Glinow, Organizational Behavior (7th Edition), McGraw-Hill Education, 2015.

**Tentative Course Schedule:**

The schedule below is subject to change; changes will be announced during class.

Week 1 Introduction

Week 2 Perception

Week 3 Emotions

Week 4 Attitudes

Week 5 Motivation

Week 6 Groups

Week 7 Social Influence

Week 8 Power and Politics

Week 9 Conflict and Negotiation

Week 10 Communication

Week 11 Organizational Culture