

## **MGT 532: Organization Behaviour**

***Course Title: Organization Behaviour***

***Course Code: MGT 532***

***Credit Hours: 2***

***Semester: First***

***Lecturer Hours: 30***

### **Course Objectives**

The objective of this course is to introduce the study of human behavior in organizations, considering both the individual and contextual determinants of that behavior. The impact of three determinants of organizational behavior: individuals, groups and structures will be dealt with; with the ultimate purpose of applying this knowledge toward improving the students' own understanding and effectiveness.

### **Course Description**

This is an advanced survey course in organizational behavior designed to expose you to essential theories and concepts for analyzing, understanding, and managing human behavior in organizations. It deals with a wide breadth of theories and applications dealing with such topics as individual differences, perception, motivation, organizational design, power and influence, team dynamics, communication, conflict management, leadership, organizational culture and diversity organizational, change and development. Class sessions and assignments are intended to help students acquire skills and analytic concepts to improve organizational relationship and effectiveness.

### **Learning Outcomes**

At the completion of the course requirements, the students will be able to:

- explain various theories and techniques as tools for understanding basic human processes and behaviour.
- explain the nature and complexities of individuals in organization.
- comprehend and apply the principles of the communication process, both as a sender and receiver of messages.
- apply various theories and techniques as tools for motivating employees.
- utilize various techniques to facilitate effective group interactions.
- understand style and strategies for effective leadership.
- assess the organizational processes, work environment, culture, organizational change and development.

### **Course Contents**

Keeping in mind the course objectives, course contents are detailed here.

#### **Unit 1: Introduction**

**LH 5**

Concept of organizational behavior; contributing disciplines to organizational behavior; basic organizational development model; challenges and opportunities of organizational behavior; diversity and diversity management strategies.

**Unit 2: The individual**

**LH 9**

Job attitude: concept and types; job satisfaction: concept, causes and outcomes; emotions and mood: concept and sources, emotional intelligence components; personality: concept, determinants, Myers-Briggs type indicator (MBTI) and Big-Five model; value: concept of values, Hofstede's cultural values; perception: concept and determinants, attribution theory; motivation: concept and theories (Maslow's, two-factor theory, reinforcement theory, equity theory, expectancy theory).

**Unit 3: The group**

**LH 8**

Groups and teams: concept, types and creating effective teams; role and norms; communication: process, types, barriers to effective communication; leadership: concept, types and traits; power: concept and sources; organizational politics; impression management; conflict: concept, types and negotiation process.

**Unit 4: The organization system**

**LH 8**

Organizational culture: concept and role; creating and sustaining effective organizational culture; organizational change: concept, types and approaches to managing organizational change; organizational stress: concept, sources and managing stress.

**Required Textbook and Materials:**

***Prescribed Text Book:***

Robins Stephen P., Judge Timothy (2017). *Organizational behavior*, (2017), 17th Edition. England: Pearson Education Limited.

***Suggested Reference:***

McShane, Steven L. & Glinow Mary Ann Von. (2018). *Organizational behavior*. Eighth edition. New York: McGraw-Hill Education

