

Bachelor of Information Technology in Management Information System (Hons)

1.	Course Title	Organizational Behavior		
2.	Course Code	BMGT3513		
3.	Status	Major		
4.	Credit Hour	3 (2+1) 2 for lecture (2 hours per week x 14 weeks) 1 for lab (2 hours per week x 14 weeks)		
5.	Semester/Year	1/3		
6.	Prerequisites	None		
7.	Teaching method:	Distance Learning (Electronic)		
8.	Evaluation	Assessment and Marking Percentage: Quizzes 10 % Assignments 10 % Interactions through discussion board 10 % Mid-Semester Exam 20 % Final Examination 50 %		
9.	Lecturer			
10.	Objective of the Subject	- To expose students to key ideas and issues in OB that influence the way people behave in organizational setting. - To develop competencies of analyzing behavioral issues in the work environment - To appreciate how behavior differ between individuals, how it changes in group, and how organizational systems influence behavior - To explore the relevance of Islamic concept and principles in OB issues		
11.	Learning Outcomes	After completing this subject, it is expected that you will able to: - Distinguish between commonsense and scientific explanation of organizational behavior as well as synthesize the knowledge from Islamic perspective. - Use the concept, theories and models to understand the dynamics of human behavior in the workplace - Develop scientific temper and attitude with the view to perform objective analysis of organizational issues - Appraise oneself and others with respect to behavioral concept such as perception, personality, values, attitude, motivation, and communication. - Demonstrate interpersonal and communication skills.		
12.	Synopsis	This course is designed to understand the dynamics of human behavior in the context. As human beings are the most important resource for any organization, understanding the determinant of their work from different levels is more than necessary for a manager. The levels of analysis consist of individuals, group, and the organization system. Major topics included in this course are values, personality, perception, learning, emotion, attitude, and motivation as individual determinants of organizational behavior. The group and organizational determinants include decision-making process, team dynamics, communication, leadership, power, politics, and organizational change.		
13.	Topics	Details	Lecture (Hrs)	Lab (Hrs)
	Topic 1	Introduction to the field of organizational behavior - The field of OB - OB trends - The five anchors - Knowledge management and OB - Islamic concern	2	2
	Topic 2	Individual behavior, values and personality - MARS model - Types of individual behavior	2	2
	Topic 3	Perception and learning in organizations Perceptual process	2	2
	Topic 4	Social identity theory	2	2

Bachelor of Information Technology in Management Information System (Hons)

		• Stereotype in organizational setting		
	Topic 5	Workplace emotion and attitudes • Emotions, attitude and behavior • Emotional labor and emotional dissonance • Emotional intelligence • Job satisfaction • Organizational commitment	2	2
	Topic 6	Motivation in the workplace • Need based theories of motivation • Expectancy and goal setting theorie	2	2
	Topic 7	• Organizational justice • Concept of justice in Islam • Job design	2	2
	Topic 8	Decision making • The rational decision making model • Identifying problems and opportunities • Evaluating and choosing alternatives	2	2
	Topic 9	Foundation of team dynamics • Types of team and groups • A model of team effectiveness • Team design features • Team processes.	2	2
	Topic 10	Communicating in team and organizations • A model of communication • Communication channel • Communication barriers.	2	2
	Topic 11	Power and influence in the workplace • The meaning of power • Sources of power • Influencing others	2	2
	Topic 12	Leadership in organizational settings • Perspectives of leadership • Transformational leadership • Islamic perspective of leadership	2	2
	Topic 13	Organizational change • Lewin’s force analysis model • Restraining forces	2	2
	Topic 14	• Unfreezing, changing, and refreezing • Approaches to organizational change	2	2
		Total contact hours	28	28
		Equivalent lecture hours	28	14
		Total lecture hours	42	
		Credit hours	3	
14.	Main reference:	Mc Shane & Von Glinow (2008). Organizational Behavior . Boston: McGraw (4 th edition)		
15	Additional References:	1. Greenberg, J and Baron, R.A (2003). Behavior in Organizations. NJ: Prentice Hall (8th edition) 2. Nelson, Debra L =, & Quick, James, C. (2000). Organizational Behavior: Foundations, Realities, & Challenges. South Western College Publishing (3rd edition)		
	Other Materials:	All other materials will be available to students online.		