

Bachelor of Business Administration (Hons)

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| 1. | Course Title | Organizational Behaviour | | |
| 2. | Course Code | BMGT2033 | | |
| 3. | Status | Major | | |
| 4. | Credit Hour | 3 (2+1) 2 for lecture (2 hours per week x 14 weeks) 1 for tutorial (1.5 hours per week x 14 weeks) | | |
| 5. | Semester/Year | 1/3 | | |
| 6. | Prerequisites | Nil | | |
| 7. | Teaching method: | Distance Learning (Electronics) | | |
| 8. | Evaluation | Assessment and Marking Percentage: <div>Quizzes10 %</div> <div>Assignments10 %</div> <div>Interactions through discussion board10 %</div> <div>Mid-Semester Exam20 %</div> <div>Final Examination50 %</div> | | |
| 9. | Lecturer | N/A | | |
| 10. | Objective of the Subject | This subject is designed to enable students to: <ul style="list-style-type: none">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 environmentTo appreciate how behavior differ between individuals, how it changes in group, and how organizational systems influence behaviorTo explore the relevance of Islamic concept and principles in OB issues | | |
| 11. | Learning Outcomes | Upon completion of this subject, students should be able to: <ul style="list-style-type: none">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 workplaceDevelop scientific temper and attitude with the view to perform objective analysis of organizational issuesAppraise 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 subject 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) | Tutorial (Hrs) |
| | Topic 1 | Introduction to the field of organizational behavior <ul style="list-style-type: none">The field of OBOB trendsThe five anchorsKnowledge management and OBIslamic concern | 2 | 1.5 |
| | Topic 2 | Individual behavior, values and personality <ul style="list-style-type: none">MARS modelTypes of individual behavior | 2 | 1.5 |
| | Topic 3 | Perception and learning in organizations <ul style="list-style-type: none">Perceptual process | 2 | 1.5 |

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| | Topic 4 | <ul style="list-style-type: none">• Social identity theory• Stereotype in organizational setting | 2 | 1.5 |
| | Topic 5 | Workplace emotion and attitudes <ul style="list-style-type: none">• Emotions, attitude and behavior• Emotional labor and emotional dissonance• Emotional intelligence• Job satisfaction• Organizational commitment | 2 | 1.5 |
| | Topic 6 | Motivation in the workplace <ul style="list-style-type: none">• Need based theories of motivation• Expectancy and goal setting theorie | 2 | 1.5 |
| | Topic 7 | <ul style="list-style-type: none">• Organizational justice• Concept of justice in Islam• Job design | 2 | 1.5 |
| | Topic 8 | Foundation of team dynamics <ul style="list-style-type: none">• Types of team and groups• A model of team effectiveness• Team design features• Team processes | 4 | 3 |
| | Topic 9 | Communicating in team and organizations <ul style="list-style-type: none">• A model of communication• Communication channel• Communication barriers | 2 | 1.5 |
| | Topic 10 | Power and influence in the workplace <ul style="list-style-type: none">• The meaning of power• Sources of power• Influencing others | 2 | 1.5 |
| | Topic 11 | Leadership in organizational settings <ul style="list-style-type: none">• Perspectives of leadership• Transformational leadership• Islamic perspective of leadership | 2 | 1.5 |
| | Topic 12 | Organizational change <ul style="list-style-type: none">• Lewin’s force analysis model• Restraining forces• Unfreezing, changing, and refreezing• Approaches to organizational change | 4 | 3 |
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| | | Total contact hours | 28 | 21 |
| | | Equivalent lecture hours | 28 | 14 |
| | | Total lecture hours | 42 | |
| | | Credit hours | 3 | |
| 14. | Main references: | 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. | | |