

Al-Madinah International University (MEDIU)
MQA-01 Document
Area 2: Curriculum Design and Delivery-Core Subjects

(1) Organisational Behaviour - BMGT3013

1.	Name of Course		Organisational Behaviour			
2.	Course Code		BMGT3013			
3.	Name(s) of academic staff					
4.	Rationale for the inclusion of the course/module in the programme		<p>Core: Organizational behavior is the study of how organizations can be structures more effectively, and how several events in their outside situations effect organizations. Learning about organizational behavior in today's business environment could help managers build up a better work related understanding of themselves and their subsidiary. With this knowledge managers can achieve a successful career. Since a manager needs to get his job done by the others, to have an organizational behavior skills become a valuable talent. As the environment of business is always changing, the role of the managers has become more sensitive. In order to know how to handle a new workforce, and deal with the complication of the new environment, the supervisors need to develop their information about attitude and behavior of individuals, and groups in organization. Now we know not only the hard skills is important for get the job done, soft skills are helps managers to do their job more effectively and efficiently</p>			
5.	Semester and Year offered		1/2			
6.	Total Student Learning Time (SLT)	Face to Face				Total Guided and Independent Learning
	L = Lecture T = Tutorial P = Practical O= Others	L	T	P	O	Guided = 42 Independent = 84 Total = 126
		28	14			
7.	Credit Value		3			
8.	Prerequisite (if any)		None			
9.	Objectives: <ul style="list-style-type: none">• Manage individuals and groups in organisations for maximum effectiveness• Describe, understand and manage formal organisation structures• Develop skills needed to plan for the implementation of change in an organisation• Identify and develop effective leadership skills					

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10.	<p>Learning outcomes:</p> <p>At the completion of the subject, students should be able to perform the following tasks:</p> <ul style="list-style-type: none">• Distinguish between commonsense and scientific explanation of organizational behaviour as well as synthesize the knowledge from Islamic perspective.• Use the concept, theories and models to understand the dynamics of human behaviour 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 behavioural concept such as perception, personality, values, attitude, motivation, and communication.• Demonstrate interpersonal and communication skills.
11.	<p>Transferable Skills:</p> <p>In any organization one can assume that the main goal of that business is to succeed; Organizational behaviour studies have become more important today than in previous years because corporations must learn to adapt to the rapidly changing business cultures that have stemmed from a competitive and fast-paced market. Organizational behaviour was a topic that was not discussed until an employee's behaviour changed, productivity changed, or sales decreased. In today's business world, managers are paying more attention to how employees react to situations rather than if they respond. They are beginning to view organizational behaviour as an intricate piece of training and development of the workforce. Soft skills were never a part of management training and it was rare that managers were commended for having those skills.</p>
12.	<p>Teaching-learning and assessment strategy</p> <p>A variety of teaching and learning strategies are used throughout the course, including:</p> <ul style="list-style-type: none">• Lecture sessions• Tutorial sessions• Case Studies• Student-Lecturer discussion• Collaborative and co-operative learning• Workshops and Training Seminars• Independent study <p>Assessment strategies include the following:</p> <ul style="list-style-type: none">• Ongoing quizzes• Midterm tests• Performance Assessment (Participation, project, Assigned exercises)• Case Presentations

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13.	Synopsis: Organisational Behaviour provides the knowledge base for understanding behaviour within organisations. The subject incorporates teachings from multiple disciplines – ideas from political science, economics and information technology are woven into this subject as well as concepts from behavioural sciences, such as psychology, anthropology and sociology. The subject equips students with tools to effectively manage individuals and groups within organisations and offers a better understanding of organisational culture																										
14.	Mode of Delivery: Face to Face <ul style="list-style-type: none">Lecture sessionsTutorial sessions																										
15.	Assessment Methods and Types: The assessment for this course will be based on the following: <table><tr><td>Coursework</td><td>50%</td></tr><tr><td>Quizzes</td><td>10%</td></tr><tr><td>Assignments</td><td>10%</td></tr><tr><td>Project</td><td>10%</td></tr><tr><td>Mid-Semester Exam</td><td>20%</td></tr><tr><td>Final Examination</td><td>50%.</td></tr><tr><td>Total</td><td>100%</td></tr></table>													Coursework	50%	Quizzes	10%	Assignments	10%	Project	10%	Mid-Semester Exam	20%	Final Examination	50%.	Total	100%
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Final Examination	50%.																										
Total	100%																										
16.	Mapping of the course/module to the Programme Aims The individual course is mapped to the programme aims using a scale of one to five where (one being the least relevant/related and five being the most relevant/ related).																										
	A1	A2	A3	A4	A5	A6																					
	4	4	4	5	3	3																					
17.	Mapping of the course/module to the Programme Learning Outcomes The learning outcomes of this course are mapped to the eight MQF domains using a scale of one to five where (one being the least relevant/related and five being the most relevant/ related).																										
18.	LO1	LO2	LO3	LO4	LO5	LO6	LO7	LO8	LO9	LO10	LO11	LO12															
	3	2	2	2	5	5	2	2	2	2	3	5															
											SLT																
	WEEK		Details								L	T	ndep.	Total													

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WEEK 1	Defining Organizational Behavior <ul style="list-style-type: none"> What managers do? Intuition Vs Systemic Study. Challenges and Opportunities for OB. Contributing Disciplines to the OB Field. Developing an OB Model. Foundation of Individual Behavior. 	2	1	6	9
WEEK 2	Perception and Individual Decision-Making <ul style="list-style-type: none"> What is perception and why is it important. Factors influencing perception. Person perception: Making judgments about others. The link between perception and individual decision-making. How decisions should be made. How are decisions actually made in organizations? Ethics in decision making. 	2	1	6	9
WEEK 3	Personality and Emotion <ul style="list-style-type: none"> What is personality, Personality determinants, Major personality attributes influencing OB Achieving personality fit What are emotions Emotion dimensions. 	2	1	6	9
WEEK 4	Personality and Emotion <ul style="list-style-type: none"> What is personality, Personality determinants, Major personality attributes influencing OB Achieving personality fit What are emotions Emotion dimensions. 	2	1	6	9
WEEK 5	Values, Attitudes and Job Satisfaction <ul style="list-style-type: none"> Importance of Values. Types of Values. Values across Cultures. Attitudes. Types of Attitudes. Attitudes and Consistency. Attitudes and Workforce Diversity. Job satisfaction. How technology can affect job satisfaction of employees 	2	1	6	9

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	WEEK 6	Motivation <ul style="list-style-type: none"> • What is motivation? • Contemporary theories of motivation. • Integrating contemporary theories of motivation. • Management by objective. • Employee recognition/involvement programs. • Variable pay programs 	2	1	6	9
	WEEK 7	Foundations of Group Behavior <ul style="list-style-type: none"> • Stages of group development. • Explaining group behavior. • External conditions imposed on the group. • Group member resources. • Group structure. • Group processes, tasks and decision-making. 	2	1	6	9
	WEEK 8	Understanding Work Teams <ul style="list-style-type: none"> • Why have teams become so popular? • Types of teams. • Creating high-performance teams. • Turning individuals into team players. • Contemporary issues in managing teams. 	2	1	6	9
	WEEK 9	Communication <ul style="list-style-type: none"> • Functions of communication. • The communication process • Interpersonal communication • Organizational communication • Current issues in communication. 	2	1	6	9
	WEEK 10	Leadership <ul style="list-style-type: none"> • Transition in leadership theories. • Trait Theories Behavioral theories. • Contingency theories. • The most recent approaches to leadership. • Contemporary issues in leadership: • Trust, Emotional intelligence. 	2	1	6	9
	WEEK 11	Power , Politics and Conflict <ul style="list-style-type: none"> • Bases of power, power tactics • Transitions in conflict thought • Functional Vs dysfunctional conflict • The conflict process. 	2	1	6	9

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	WEEK 12	Foundations of Organization Structure and Work Design <ul style="list-style-type: none"> Organizational structure and designs Organizational designs and employee behavior. Technology and new work designs. Work redesign options and work schedule options 	2	1	6	9
	WEEK 13	Human Resource Policies, Practices and Organizational Culture <ul style="list-style-type: none"> Selection practices training and development programs. Managing diversity in organizations. What is organizational culture? Creating and sustaining culture. Employees learn culture. 	2	1	6	9
	WEEK 14	Organizational Change and Stress Management <ul style="list-style-type: none"> Managing planned change. Resistance to change. Approaches to managing organizational change. Work stress and its management. 	2	1	6	9
		Total	2 8	1 4	8 4	12 6
19.	Main references supporting the course: Brooks. (2009). <i>Organisational Behaviour: Individuals, Groups and Organisation</i> , (4 th Edition), Pearson					
	Additional references supporting the course: 1. Champoux, J. <i>Organizational Behavior: Integrating Individuals, Groups and Organizations</i> (2005). South-Western 2. Don Hellriegel John W. Slocum Jr.(2010). <i>Organizational Behavior</i> . Cengage Learning, (13th Edition).					
20.	Other additional information All related subject materials will be available to the students during the period of the course					