



## SELF PROGRAM 2021/2022

### **Organizational Behavior**

Julie Bosc

#### **Course information:**

Number of credits: 6

Contact hours: 30 hours

Hours taught per week: 3

Teaching period: Spring 2022

#### **Course presentation:**

Organizations are complex systems that influence the way individuals behave, sometimes in ways that are difficult to understand or predict.

This course is designed to shape your understanding of individual and group behavior in an organizational setting, based on research in sociology, psychology, sociopsychology and anthropology. These disciplines contributed to the development of Organizational Behavior as a social science, designed to understand and predict human behavior in the workplace.

#### **Course objectives :**

- List and describe main Organizational Behavior principles. Analyze their impact on behavior in the workplace.
- Define individual human behavior in the workplace as influenced by perceptions personality, motivations and values.
- Explain the components of group behavior including communication, group dynamics, conflict & negotiation as well as leadership, power & politics.
- Analyze managerial issues in terms of Organizational Behavior.
- Identify and evaluate ethical issues and social responsibility as related to Organizational Behavior. Formulate own position on such issues.

- Describe and assess the essential design characteristics of organizational structure and evaluate their impact on the workforce.
- Explain how organizational change and culture affect working relationships within organizations.
- Make informed managerial decisions.

Skills:

Enhance and demonstrate critical thinking and analysis skills.

Strengthen and demonstrate research, writing and presentation skills.

## **Course description:**

We all have a set of beliefs and general assumptions about human behavior.

Those assumptions form the foundation for what we believe motivates individuals; how they make decisions and how organizational context, structure and culture influence individuals' behavior.

You will be exposed to generally accepted theories and conceptual models developed to analyze, understand and manage human behavior within organizations.

Connecting foundational theories and management methods to real life examples of organizational situations and human behavior will help you understand how to apply them to your professional and personal life.

We will structure this course based on the Input, Process and Outcome Model of Organizational Behavior focusing in turn on the individual, the group and the organization.

To make this course interactive, it has been designed to expose you to ethical dilemmas and case studies as well as different teamwork activities. There will also be a big focus on yourself as an individual in order for you to gain a better understanding of who you are and what professional environment would be a good fit for you, through course theory and practice.

## **Course schedule:**

**UNIT 1:** Introduction to OB

- Get to know each other. Discuss guidelines and goals for the course.
- What is an organization?
- What is Organizational Behavior?

**UNIT 2:** Inputs: Understanding how the organization is structured.

- The individual characteristics
- The group norms and roles
- The organizational mission and vision as well as organizational structure and culture.

**UNIT 3:** Processes: driven by the original inputs into the design of the organization.

- Individual behaviors
- Group interactions
- Organizational practices

**UNIT 4:** The Outcome : based upon the initial inputs that guide and influence the processes, with the intent of delivering superior organizational performance.

- Employee performance
- Group performance
- Organizational performance

## **Assessment:**

40% team presentation of a case study and/or group assignment

10% active participation and attendance

60% final written exam (case study or essay)

## **Attendance:**

In order to participate, students must be present. Nevertheless, a maximum of 2 (two) unexcused absences will be allowed; otherwise no mark will be given.

An unexcused absence at a test (final test or continuous assessment) means no credits for the course.

## **Bibliography:**

- Organizational Behavior Global Edition Stephen P Robbins, Timothy A Judge, Pearson
- Organizational Behavior: An EvidenceBased Approach, 13th Ed. De Fred Luthans, Brett C. Luthans, Kyle W. Luthans
- Wilson, F. M. (2018). Organizational behaviour and work: a critical introduction. Oxford university press.