

## **MGT 30525 ORGANIZATIONAL BEHAVIORS**

**Lectures 30 hours, Tutorials 15 hours, Credit Values 2.5**

### **Course Objective**

This course is aimed to provide an understanding to the students on how individuals and teams behave within organizations. An organization is an entity that has been created for the purpose of achieving a stated goal. It is most likely that it involves a regular interaction of number of people from internally and/or externally for the successful operation. As such this subject Organizational behavior is important for any student who would intends joining and fulfilling a role within an organized business entity.

### **Learning Outcomes:**

At the end of this course, students will be able to:

- Demonstrate a basic understanding of theoretical concepts which help to comprehend employee and organizational behavior.
- Understand different approaches to management within an organizational context.
- Understand and discuss the relative merits of different organization structures.
- Explain and evaluate the relative merits of leadership styles within an organization.
- Understand the impact of culture within organization setting.
- Understand the theories of motivation and how these can be used within an organization.
- Appreciate the issues of power and ethics within an organization.
- Illustrate the range of factors that influence the process of communication within an organization and the impact this has on individuals.
- Explain the causes and effects of stress, together with managing stress in the work place.

### **Course Structure:**

Students are required to attend 2hr lecture per week. In addition tutorial class of 1hr per week will be conducted to facilitate the learning. Students are required to read the prescribed text for each lecture session prior to attending the lecture.

### **Course Outline:**

Week	Topic	Reading
1	Introduction to the course	Mullins(2008) Chapters 1 & 2
2	Approaches to management within organization	Mullins (2008) Chapter 3
3	Interdisciplinary nature of studying organizations	Robbins (11th ed) Chapter 1
4	Managerial Behavior and Effectiveness	Mullins (2008) Chapter 7
5	Approaches to Leadership	Mullins (2008) Chapter 8
6	Work Motivation	Mullins (2008) Chapter 12
7	Organizational Culture	McKenna (2006) Chapter 16
8	Power and control within the organization	Mullins (2008) Chapter 21 & McKenna (2006) Chapter 13
9	Communication	McKenna (2006) Chapter 06
10	Groups and team work	Mullins (2008) Chapter 13 & 14
11	-do-	-do-

12	Organizational Change	McKenna (2006) Chapter 16
13	Organizational Structures	Mullins (2008) Chapter 15 & 16
14	Stress in the Work place	McKenna (2006) Chapter 19
15	Revision	

### Course Evaluation:

Continuous Assessment	40 +/- 10%
Final Exam	60 +/- 10%

#### Continuous assessment (30%)

1. Class test(1)- multiple choice 10%
2. Class test (2)- multiple choice 10%
3. Essay- individual 10%

(Based on a topic assigned by the lecturer at the class)

Essay- word requirement 1500

Should be handed over at the last session of the semester.

### Recommended Readings:

- Mullings, L.J. (2008). *Management and Organizational Behavior*, (7<sup>th</sup>ed), Pearson Education.
- McKenna, E. (2006), *Business Psychology and Organizational Behavior*; A student's handbook, (4<sup>th</sup>ed), Psychology Press.
- Robbins, S.P (2009), *Organizational Behavior*, (11th ed.), Prentice Hall.