

ORGANIZATIONAL BEHAVIOR

Course Objectives

The prime objective of this course is to help the student understand individuals, teams, organizational cultures, and their influence on employee behaviors. It will be a highly interactive course where class participation will be highly encouraged; we will try to provide a seminal experience for future use in professional development.

Upon completion of this course, students should be able to:

-) Understand the components of individual behavior and group behaviors in the organizational context.
-) Understand the relevance of the OB theories and practices, emphasized by Western texts, in local settings.
-) Understand the Islamic perspective of understanding and directing human behavior towards achievement of goals.
-) Evaluate the impact of organizational structure, design, culture and change
-) Synthesize various theories of motivation and leadership and understand their application to workplace.

Course Contents

-) What is Organizational Behavior
-) Importance of organizational behavior
-) Foundations of Individual Behavior:
 -) Biographical Characteristics, Ability, Learning
 -) Organizational behavior from Islamic and indigenous perspective
 -) Understanding human psychology through the lenses of Quran and Sunnah
-) Perception and Individual Decision Making
 -) Why perception is important
 -) Types of decision making
-) Motivation concept
 -) Motivation: from concept to application
 -) Applying motivation concepts for designing reward system
-) Basic Approaches to Leadership

-) Contemporary Issues in Leadership
-) Power and politics
-) Politics in organizations
-) Conflict and negotiation
-) Types of organizational structure
-) Organizational structure and its impact on individuals and groups
-) Organizational culture and individual behavior

Reference Books:

*Robbins, P. S., & Judge, T. A. (2009). **Organizational Behaviour**. 13th ed.*