INSTITUTE OF BUSINESS & MANGEMENT (IB&M)
UNIVERSITY OF ENGINEERING AND TECHNOLOGY
(UET), LAHORE

COURSE OUTLINE

Course: **Organizational Behaviour**   Course Code: **MGT-221**
Semester: **Fourth**   Class: **BBA/MBA 2018**
Credit Hours**: 3**   Total hours: **16*3= 48**
Instructor: **Mr. Muhammad Zia ul Haq**
Pre-requisite (if any):
Office Hours: **Thurs, 02:00-03:00pm**

Course Introduction:

Organizational behavior is a field of study that investigates the impact that individuals, groups, organization structure, organization values, and culture have on the behavior of employees within the organization. OB focuses on the understanding and managing people and organizational process to improve the organizational performance and effectiveness.

Organization behavior provides a major challenge for managers and at the same time it provides an opportunity for mangers to change and improve the existing system and performance of the organization.
Therefore, managers must learn to take advantages from individual differences, group diversity, and intra group conflicts with the organization.
Similarly, it is important for successful managers that they not only understand the individuals, group dynamics, and organizations' processes and design, but also appreciate organizations external environment.

After the completion of this course, students will be able to:

LO1 Understand the components of individual behavior, Personality differences and group behaviors in the organizational context.

LO2 To identify team development and group dynamics within the large organization.

LO3 Understand the Islamic perspective of understanding and directing human behavior towards achievement of goals.

LO4 Evaluate the impact of organizational structure, design, culture and change

LO5 Synthesize various theories of motivation and leadership and understand their application to workplace.

Course Learning Objectives	Link with Program Learning Objectives
LO1 Understand the components of individual behavior, Personality differences and group behaviors in the organizational context. **LO2** Understand the relevance of the OB theories and practices **LO3** Understand the Islamic perspective of understanding and directing human behavior towards achievement of goals. **LO5** Synthesize various theories of motivation and leadership and understand their application to workplace.	• Participate in producing positive team objectives • Describe and apply appropriate influence tactics • Describe best practices for effective leadership and demonstrate the ability to lead in organizational situations

Textbook:

1.   Organizational Behavior; 17th Global Edition by Stephen P. Robbins, Pearson Publishers (2016)

Reference Books:

1.   Essentials of Organizational Behavior; 12th Edition, by Stephen P. Robbins, Pearson Publishers (2014).

2.   Organizational Behavior; Concepts, Controversies, Applications; 7th Canadian Edition, Pearson Publishers (2015).

Recommended Readings:

1. Organizational Behaviour from an Islamic Perspective by Dr. Samir Ahmad Abuznaid, Journal of Islamic Studies and Culture December 2016, Vol. 4, No. 2, pp. 109-121

2. "Islamic work ethic: a critical review", by Abbas J. Ali, Abdullah Al-Owaihan, (2008) Cross Cultural Management: An International Journal, Vol. 15 Issue: 1, pp.5-19,

3. The Effect Of Piety On Organizational Citizenship Behavior (Ocb) From Islamic Perspective: A Study Of Professionals In Southeast Asia, by Naail Mohammed Kamil, Mohamed Sulaiman, AAhad M. Osman-Gani & Khaliq Ahmad, Journal of Social Sciences and Humanities 2015

Detailed Weekly Plan

Week no.	Topics to be covered in the course	Learning Objective of this topic	Expected Outcomes from Students	Link with course learning objectives	Teaching Method	Assessment Criteria
1.	Introduction to the Organizational Behavior	• Defining organizational behavior (OB) • Making sense of behavior in organizations • How will knowing OB make a difference?	Understand the importance of and basic concepts of OB	Understand the components of individual behavior and group behaviors in the organizational context.	Lecture	Class exercise
2.	Understanding the Individual Behaviors: Personality, Values and Attitudes, Perceptions and Motivation	Understand the influence of perception and motivation on behavior of employees within the organization.	Should be able to understand the effect of motivation and perception on the employee's behavior in the organization.	Understand the components of individual behavior, Personality differences and group behaviors in the organizational context.	Lecture	Class exercise
3.	Understanding the Individual Behaviors: Personality, Values and Attitudes, Perceptions and Motivation			Understand the components of individual behavior, Personality differences and group behaviors in the organizational context.	Lecture	Class Activity / Assignment

Week no.	Topics to be covered in the course	Learning Objective of this topic	Expected Outcomes from Students	Link with course learning objectives	Teaching Method	Assessment Criteria
4.	Understanding the Individual Behaviors: Personality, Values and Attitudes, Perceptions and Motivation			Understand the relevance of the OB theories and practices Synthesize various theories of motivation and leadership and understand their application to workplace.	Lecture	Class Activity / Assignment
5.	Understanding the Group Behaviors	Understand the behaviors of groups within an organization	Should be able to understand how to properly behave in group setting while performing duties.	Understand the components of individual behavior, Personality differences and group behaviors in the organizational context.	Lecture	Class Activity / Assign.
6..	Understanding the Group Behavior: Team development and group dynamic	Understanding how teams are developed and their role in organizational success	Understanding how teams are developed and their role in organizational success	To identify team development and group dynamics within the large organization.	Lecture	Class exercise
7.	Understanding the Group Behavior:	Understanding how teams are developed and their role in	Understanding how teams are developed and their role in	To identify team development and	Lecture	Class exercise

Week no.	Topics to be covered in the course	Learning Objective of this topic	Expected Outcomes from Students	Link with course learning objectives	Teaching Method	Assessment Criteria
	Team development and group dynamic	organizational success	organizational success	group dynamics within the large organization.		
8.	**Mid-Term Examination**					
9.	Understanding the Group Behavior: Leadership and change in an organization (Transactional versus Transformational leadership)	Understand the leadership role in influence employee behavior.	Understand different leadership style and how each influence employee behavior.	Evaluate the impact of organizational structure, design, culture and change	Lecture	Class Exercise
10.	Understanding the Group Behavior: Leadership and change in an organization (Leadership theories)	Understand how different leadership theories affect various leadership styles.	Understand what are the different leadership theories which director different leadership style.	Evaluate the impact of organizational structure, design, culture and change	Lecture	Quiz/ Assign.
11.	Leadership role in change process	Understand how is leadership effective in bringing change in an organization?	Understand the role of a leader in influencing employees to accept change.	Evaluate the impact of organizational structure, design, culture and change	Lecture	Assign.
12.	Organizational politics.	Understand what is power? and how certain entities gain	Understand how power influences behavior of employees.	Evaluate the impact	Lecture	Assign.

Week no.	Topics to be covered in the course	Learning Objective of this topic	Expected Outcomes from Students	Link with course learning objectives	Teaching Method	Assessment Criteria
	(Concept of Power)	power in an organization?		of organizational structure, design, culture and change		
13.	Negotiation and Conflict resolution	Understand how to do negotiation and resolve conflict effectively in an organization to achieve organizational objectives.	Understand negotiation and conflict resolution techniques.	Evaluate the impact of organizational structure, design, culture and change	Lecture	Assign.
14.	Organizational culture.	Understand how culture influence employee behavior	Comprehend various types of cultures and their influences on behavior of employees	Evaluate the impact of organizational structure, design, culture and change	Lecture	Assign.
16.	**Final-Term Examination**					

Grading Scheme:

Mid Term   30%

Final Exam   40%

Presentation(s)   10%

Assignments   10%

Quiz	<u>10%</u>
Total	**100%**

There will be a closed-book mid-term exam (minimum duration 1 hour) and final-term exam (minimum duration 1.5 hours) in which material from lectures, assigned readings/handouts, and the textbook will be covered. The exams will test your understanding of the course material and your ability to apply the concepts learned.

Prior Preparation, Regular Attendance, and Professional Participation in all classes is expected and rewarded. Come to the Class prepared to lead the class discussion.

Attendance Requirements:

- Students failing to maintain a minimum attendance of 75% in a subject during a semester shall be awarded a "WF" grade.

- It is strongly recommended that students attend every class session.

- **Classroom Behavior:**

In class all cell phones must be turned off or set on "silent mode." During lectures use of mobile phone or other gadgets without the permission of instructor is not allowed.

Students Responsibilities:

The Participant is responsible for all information presented in class (unless told otherwise) and all information in the reading assignments, whether covered by the instructor. In case of absence it is the participant's responsibility to get class notes, handouts, and/or directions from a classmate.

Honesty Policy:

A Participant found in cheating on any exam/ assignment/ project will receive no credit (i.e. no grade) for that exam/ assignment/ project.

Note: Kindly arrive on time and leave as scheduled. Quality of (almost) all communications, written and oral, will be evaluated.