

MID-WESTERN UNIVERSITY, FACULTY OF MANAGEMENT  
 MASTER IN BUSINESS ADMINISTRATION (MBA), SYLLABUS 2072 (2016)

<b>Course Title</b>		<b>Organization Behavior</b>
<b>Course Code Number</b>		<b>MGT 526</b>
<b>Credit Hours</b>		<b>03</b>
<b>Year: I</b>		<b>Semester: II</b>
<b>Course Objectives:</b>		
<b>Main Objective</b>		Organizational Behaviors is designed to prepare students for a career in a variety of fields including Human Resources Management, Organizational Consulting, and Industrial Relations. This course improves the students' abilities to apply OB theory to effectively diagnose and solve individual, team and organization-wide problems for improved organizational effectiveness. Topics such as performance management and rewards, creativity, organizational culture, change and development, stress, negotiation organizational structure and job design are highlighted during the course.
<b>Enabling Objectives</b>		After the completion of the course students will be able to; <ul style="list-style-type: none"> <li>• Explain and apply the major concepts and theories in organizational behavior, to become a better influencer and manager.</li> <li>• Discuss the complex issues involved in managing organizational behavior as well as the future challenges.</li> <li>• diagnose the causes of OB problems, make effective recommendations for Improvements</li> <li>• Present the diagnosis and recommendations in a professional and convincing manner</li> <li>• Function effectively as a member of a self-directed work team</li> </ul>
<b>Learning Unit (LU)</b>	<b>Learning Hour (LH)</b>	<b>Contents</b>
<b>LU 1</b>	<b>6</b>	<b>Introduction</b> Meaning and importance of OB, OB model, disciplines contributing to OB, critical issues confronting managers, implications of OB for managers,
<b>LU 2</b>	<b>16</b>	<b>Culture, Attitude and Personality</b> <ul style="list-style-type: none"> <li>• <b>Biographical characteristics:</b> age, gender, tenure, religion,</li> <li>• <b>Attitude:</b> meaning, components, behavior attitude relation, major job attitudes, Job satisfaction: introduction causes and impact of job satisfaction,</li> <li>• <b>Values and beliefs:</b> meaning, importance and types of values, beliefs and its interrelationship with other psychological components</li> <li>• <b>Perception:</b> meaning, importance, factors influencing perception, person perception, individual decision making: meaning and models- rational and bounded rationality, errors in decision making, individual and organizational influences on decision making,</li> <li>• <b>Personality:</b> meaning, Myers- Briggs type indicator, big five model, some personality traits relevant to OB,</li> <li>• <b>Motivation:</b> meaning and significance, theories on motivation – hierarchy of needs theory, two factor theory, McClelland's theory of motivation, techniques to motivate employees,</li> </ul>

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		<ul style="list-style-type: none"> <li>• <b>Learning:</b> meaning, theories of learning – meaning and significance, theories of learning- classical conditioning, operant conditioning, social and observational learning</li> </ul>
<b>LU 3</b>	<b>12</b>	<p><b>Group, Leadership and Conflict Management</b></p> <p><b>Group and team:</b> meaning of group, reasons behind forming group, stages of group development, group properties, group decision making- meaning, features and pros and cons, meaning of team, types of team, features of team,</p> <p><b>Communication:</b> meaning and significance, communication process, types of communication, direction of communication, barriers to effective communication</p> <p><b>Leadership and power:</b> meaning, theories of leadership- traits, behavioral and contingency theories, contemporary theories of leadership – charismatic leadership, transformational leadership, servant leadership, power- meaning and sources,</p> <p><b>Conflict management:</b> meaning, different views on conflict, causes of conflict and techniques and approaches to managing conflict</p>
<b>LU 4</b>	<b>10</b>	<p><b>OB at System Level</b></p> <p><b>Organizational structure:</b> meaning, elements of structure, common organizational designs, emerging concepts in organizational structure, determinants of structure, OB and organizational structure</p> <p><b>Organizational culture:</b> meaning, nature and types, learning culture, culture and OB</p> <p><b>Stress management:</b> meaning and source of stress, consequence of stress and managing stress</p> <p><b>Change management:</b> meaning, forces for change, resistance to changes, planned change, approaches to managing change – three steps model, action research, organization development,</p>
<b>LU 5</b>	<b>4</b>	<p><b>OB Outcome</b></p> <p>Attitude and stress, task performance, absenteeism, turnover, organizational citizenship, job satisfaction, workplace behaviour, group cohesion, group functioning, survival, withdrawal</p>
<b>References</b>		<ol style="list-style-type: none"> <li>1. Robbins, S.P., Judge, T.A., Sanghi, S (2009). Organizational Behaviour, Pearson Education.</li> <li>2. Stoner, R. James A.F., Edward Freeman Daniel R Gilbert Jr., Management 6TH Ed, .Prentice-Hall of India.</li> <li>3. George, J. M. &amp; Jones, G.R. (2009). Understanding and Managing Organizational Behaviour 5th Edition, Pearson Education.</li> <li>4. Green Berg, J. and Baron, R.A. (2008), Behaviour in Organization. Prentice Hall of India.</li> <li>5. Nelson, Debra L and James C Quick, Organisaitonal Behaviour, Tomson learning.</li> <li>6. Pareek, Udai, Understanding OrganisationlBehaviour, Oxford University Press, New Delhi.</li> </ol>

Net Contact Hour is 48 excluding the exams and tests.

Evaluation Module: 50 percent will be assessed through the internal evaluation and 50 percent will be assessed through end semester examination