

ORGANIZATIONAL BEHAVIOR



AI SYLLABUS 

Organizational Behavior

Course description:

Organizational Behavior is a course that explores the ways in which individuals behave in the context of organizations. The course examines various topics such as leadership, motivation, team dynamics, communication, and organizational culture.

Throughout the course, students will learn about different theoretical frameworks and research findings in Organizational Behavior and will develop skills and knowledge to analyze and manage organizational behavior in a variety of settings. The course will also focus on practical applications of Organizational Behavior, including assessment of employee motivation and engagement, development of leadership skills, and strategies for managing change in the workplace.

In addition to in-class discussions, students will be engaged in individual case analysis, group projects, and presentations. This course will equip students with the skills and knowledge necessary to become effective managers and leaders in a variety of organizational contexts.

Course Goals:

- Understand the importance of Organizational Behavior in managing individuals and teams in organizations
- Identify major theoretical frameworks and research findings in Organizational Behavior
- Develop skills to assess and analyze individual and group behavior in the workplace
- Learn practical applications of Organizational Behavior, including leadership development, motivation, team dynamics, communication, and organizational culture
- Learn strategies for managing change in the workplace
- Develop critical thinking and problem-solving skills in the context of organizational behavior

Course outline:

Module 1: Introduction to Organizational Behavior

1. Overview of Organizational Behavior and its importance
2. Historical perspectives on Organizational Behavior
3. Major theoretical frameworks in Organizational Behavior
4. Overview of course assignments and expectations

Module 2: Individual Differences and Diversity

1. Personality and its impact on behavior in the workplace
2. Perception and attribution in the workplace
3. Diversity and inclusion in the workplace
4. Ethical considerations in organizational behavior

Module 3: Motivation and Job Design

1. Theories of motivation in the workplace
2. Job design and its impact on motivation and performance
3. Goal setting and feedback in the workplace
4. Assessment of employee motivation and engagement

Module 4: Leadership and Influence

1. Theories of leadership and their practical applications
2. Different leadership styles and their impact on organizational culture
3. Power and influence in the workplace
4. Developing leadership skills

Module 5: Team Dynamics and Communication

1. Characteristics of effective teams
2. Group decision-making and problem-solving
3. Communication styles and their impact on team effectiveness
4. Conflict management and resolution

Module 6: Organizational Culture and Change

1. Definition and components of organizational culture
2. Organizational change and its impact on culture
3. Strategies for managing change in the workplace
4. Organizational development and culture change initiatives

Course Assignments:

- Individual case analysis
- Group project on team dynamics
- In-class presentations and discussions
- Mid-term and final exams

Assessment:

Participation and attendance (10%)

Individual case analysis (20%)

Group project on team dynamics (20%)

In-class presentations and discussions (20%)

Mid-term exam (15%)

Final exam (15%)

Classroom Policy:

- Attendance and participation are expected and will be factored into the final grade
- Late submissions will be penalized
- Plagiarism will not be tolerated and will result in a failing grade
- Classroom discussions should be respectful and constructive

Required Readings:

1. [Organizational Behavior \(What's New in Management\)](#)
2. [Leadership and Self-Deception: Getting Out of the Box by The Arbinger Institute](#)
3. [Drive: The Surprising Truth About What Motivates Us by Daniel H. Pink](#)
4. [Crucial Conversations: Tools for Talking When Stakes Are High by Kerry Patterson, Joseph Grenny, Ron McMillan, and Al Switzler](#)
5. [Organizational Culture and Leadership by Edgar H. Schein](#)
6. [The Five Dysfunctions of a Team: A Leadership Fable by Patrick Lencioni](#)
7. [Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage of Human Consciousness by Frederic Laloux](#)

Course Resources:

1. Textbook: [Organizational Behavior \(What's New in Management\)](#)

2. Articles and case studies provided by the instructor
3. Online learning platforms for accessing course materials and submitting assignments
4. In-class presentations and discussions by industry experts and guest speakers
5. Library resources for additional readings and research