

Course Title	:	Organisational Behaviour
Course Code	:	BUS202
No. of Credits/Term	:	3
Mode of Tuition	:	Sectional Approach
Class Contact Hours	:	3 hours per week
Category in Major Programme	:	Functional Core
Prerequisite	:	Nil
Co-requisite(s)	:	Nil
Exclusion(s)	:	Nil
Exemption Requirement(s)	:	Nil

Brief Course Description

Organisational Behaviour is the study of what people do in an organisation and how their behaviour affects the organisation's performance. This course helps students understand human behaviour and its impacts with an aim to provide them with the conceptual tools needed to work more effectively in the workplace. Topics to be explored include: work-related behaviour, values, personality, perceptions, job satisfaction, motivation, stress management, team dynamics, leadership, power and influence tactics, conflict management, and cross-cultural dimensions of organisational behaviour. Ethical issues such as discrimination and sexual harassment are discussed throughout the course.

Aims

This course helps students understand human behaviour and its impacts with an aim to provide them with the conceptual tools needed to work more effectively in the workplace.

Learning Outcomes

On completion of this course, **students will be able to:**

1. Explain and discuss the concepts and theories of individual and organisational behaviour and their impacts in the workplace
2. Apply organisational behaviour knowledge to diagnose work-related issues and develop solutions
3. Identify the elements of organisational culture and decipher the organisational culture through artifacts
4. Demonstrate communication skills, interpersonal skills, critical thinking, teamwork

Indicative Content

Introduction to Organisational Behaviour

Contributing disciplines to the organisational behaviour field. Trends in studying organisational behaviour. Levels of analysis.

Individual Behaviour and Processes

Individual behaviour, values and ethics, personality, perception, job satisfaction and commitment. Motivation theories and application. Stress management.

Team Processes

Model of team effectiveness. Effects of group cohesiveness on productivity. Conflict process and management. Power and influencing tactics. Perspectives of leadership.

Organisational Processes

Organisational culture and performance.

Teaching/Learning Method

Class sessions will involve lectures, case studies, discussions and debates, group activities, and presentations of topics related to course contents. Students are encouraged to learn actively and cooperatively in teams. They should read the relevant chapters of the textbook, materials, and information on indicated websites.

Measurement of Learning Outcomes

Learning outcomes are measured by class activities, group case study, assignment, mid-term quiz or group project presentation, and end-of-term examination. Assignment includes case studies and/or essay writing.

Assessment

Continuous Assessment-50%

i) Group Case Study-15%

ii) Others (Optional items: Individual Quiz/Group Project Presentation, Attendance, Individual Assignment and Group Performance)-35%

Examination-50%

Total-100%

Students shall be aware of the university regulations about dishonest practice in course work and the possible consequences as stipulated in the Regulations Governing University Examinations

Required/Essential Reading

McShane, Steven L., and Von Glinow, Mary Ann, *Organizational Behavior*, McGraw-Hill, 4th Ed., 2008.

Recommended/Supplementary Reading

Robbins, S. and Judge, T., *Organizational Behavior* , 13th Ed., Prentice-Hall, 2009.