

| <b>Course Title</b>     | <b>Course Code</b> | <b>Credit Hours</b> |
|-------------------------|--------------------|---------------------|
| Organizational Behavior | HRM-240            | 2-0                 |

**Textbooks:**

- R. Finchan, and Rhodes, “Principles of Organizational Behavior”, Pearson
- R. Noe, J. Hollenbeck, B. Gerhart, and Wright, “Human Resource Management”, McGraw Hill

**Reference Books/Materials:**

- John W. Newstrom, “Organizational Behavior: Human Behavior at Work”, McGraw Hill
- Fred Luthans, “Organizational Behavior: An Evidence Based Approach”, McGraw Hill
- Stephen P. Robbins, and Tim Judge, “Organizational Behavior”, McGraw Hill

**Course Objective:**

This course introduces the field of Organizational Behavior (OB), which focuses on understanding human behavior within organizations. Students will explore various disciplines and topics related to organizational behavior, including psychological perspectives, and social-psychological perspectives. .

**Course Outline:**

- Introduction to Organizational Behavior: Organizational Disciplines and Topics, Psychological Perspective, Social-Psychological Perspectives
- Structure and Control in Organizations: Introduction to Bureaucracy, Managerial Work, Contingency Theory, Organizational Design
- Individual Learning and Work: Learning Theories, Learning and Work
- Stress in the Workplace: Types of Stress and Work, Occupational Stress Management
- Individual Differences: Personality and its Factors, Personality Dimensions, Social Learning, Intelligence
- Motivation and Job Satisfaction: Needs at Work, Theories of Motivation and Job Satisfaction, Correlates of Job Satisfaction

- Group Dynamics at Work: Social Interaction, Dramaturgy and Impression Management, Social Skills
- Group and Intergroup Behavior: Group Structure and Norms, Group Processes, Hawthorne Studies
- Leadership in Organizations: Leadership as an Attribute, Leadership Styles
- Patterns of Work: Classical Approaches, Marx, Weber, and Labor Critiques, Foucault's Disciplinary Power, Conflict and Consent, Labor Process Debate, Workplace Control and Resistance, Industrial Conflict and Relations
- Organizational Culture: Organizational Culture in Strategic Management, Exploring Organizational Culture, Evaluating the Concept of Culture