



Organizational Behaviour

Course Code:	HRM-241	Semester: 8th
Credit Hours:	3+0	Prerequisite Codes:
Instructor:	Neelma Riaz	Discipline: BESE 11A
Office:	1 st Floor, PG Block	Telephone: 03315677170
Lecture Days:	Wednesday & Thursday	E-mail: neelma.riaz@seecs.edu.pk
Class Room:	CR 11 and 20	Consulting Hours: Monday 3pm to 5pm
Knowledge Group:	Dr. Ehsaan	Updates on LMS: After Lectures

Course Description:

The field of organizational behavior (OB) is about understanding how people and groups in organizations behave, react, and interpret events. It also describes the role of organizational systems, structures, and processes in shaping behavior, and explains how organizations really work. Drawing from fields including management, anthropology, sociology, information technology, ethics, economics, and psychology, OB provides a foundation for the effective management of people in organizations. Because it explains how organizations work from individual motivation to team dynamics to organizational structure, knowing about OB is essential to being effective at all organizational levels.

Because an organization’s people are responsible for gaining and keeping a competitive advantage, understanding how to mobilize and motivate employees is critical to organizational performance. Businesses excel when employees understand how their behaviors influence an organization’s performance and enable strategy execution, and when they are led effectively and are motivated to do their best. Competitors can often copy a firm’s technologies, products, processes, and structures, but it is difficult to duplicate a core of talented, knowledgeable, motivated employees who work together to achieve the firm’s goals and who care about their firm’s success. Understanding and practicing OB concepts is critical to understanding organizations and gives individuals, managers, and organizations the skills and tools they need to be effective.

Course Objectives:

- Understand how organizations work and why people behave as they do in work settings.
- Better understand your own OB related traits and perspectives.
- Improve your ability to analyze and understand organizational situations in terms of OB theories and concepts.
- Improve your skills in reacting appropriately to organizational situations using OB concepts.
- Improve your ability to create and maintain healthy and productive work environments.

After successful completion of this course, a student should be able to:	PLO	BT Level*
CLO-1: Identify key theoretical aspects and practical applications of organizational behavior.	12	C-1
CLO-2: Apply relevant contemporary theories, concepts and models in order to analyze organizational environments, cases and issues.	7	C-4
CLO-3: Identify application of moral standards to create sense of responsibility within the organization and daily life issues.	8	C-3
CLO-4: Understand and develop your own traits and OB competencies in the workplace for professional success and as a potential organizational leader.	9	C-5
* BT= Bloom’s Taxonomy, C=Cognitive domain, P=Psychomotor domain, A= Affective domain		



Mapping of CLOs to Program Learning Outcomes

PLOs/CLOs	CLO1	CLO2	CLO3	CLO4
PLO 1 (Engineering Knowledge)				
PLO 2 (Problem Analysis)				
PLO 3 (Design/Development of Solutions)				
PLO 4 (Investigation)				
PLO 5 (Modern tool usage)				
PLO 6 (The Engineer and Society)				
PLO 7 (Environment and Sustainability)		√		
PLO 8 (Ethics)			√	
PLO 9 (Individual and Team Work)				√
PLO 10 (Communication)				
PLO 11 (Project Management)				
PLO 12 (Lifelong Learning)	√			

Books:

Text Books:	<ul style="list-style-type: none"> Hatch, MJ. & Cunliffe, AL. (2013) Organization Theory, 3rd Ed, Oxford Uni Press. Huczynski, A. and Buchanan, DA. (2013) Organizational Behavior, 8th Ed., Pearson. Mcshane, SL., Olekalns, M. & Travaglione, T. (2010) Organizational Behavior on the Pacific Rim, 3rd ed., McGraw-Hill.
Reference Books:	<ul style="list-style-type: none"> Bratton, J., Sawchuk, P., Forshaw, C., Callinan, & Corbett (2010) Work And Organizational Behavior, 2nd Ed., Palgrave. Robbins, SP., & Judge, TA (2013) Organizational Behavior 15th Ed., Pearson, Starkey, K., Tempest, S. & Mckinlay, A. (Eds) How Organizations Learn: Managing The Search For Knowledge. Thompson Learning Wilson, FM. (2010) Organizational Behavior And Work, 3rd Ed, Oxford Uni Press

Mapping of CLOs to Assessment Modules and Weightages (In accordance with NUST statutes)

To be filled in at the end of the course.

Assessments/CLOs
Quizzes: 10%
Assignments and Class Presentations: 10%
Mids: 30%
End Semester Exam:50%
Total : 100 %



Sr. No	Main Topics to be covered	Estimated Contact Hours
1	Introduction to Organizational Behavior and Diversity in Organizations	2
2	Attitudes and Job Satisfaction	2
3	Emotions and Moods	1
4	Personality and Values	2
5	Perception and Individual Decision making	3
6	Foundations of Group Behavior and understanding Work Teams	2
7	Leadership	2
8	Power and Politics	2
9	Conflict and Negotiation	2
10	Organizational Structure and Design	2
11	Organizational Culture	2
12	Organizational Change and Stress Management	2
13	Human Resource Policies and Practices	2
14	Communication	2
15	Class project presentation	2

Grading Policy:

Quiz Policy:

The quizzes will be unannounced and normally last for ten minutes. The question framed is to test the concepts involved in last few lectures. Number of quizzes that will be used for evaluation is at the instructor’s discretion. Grading for quizzes will be on a fixed scale of 0 to 10. A score of 10 indicates an exceptional attempt towards the answer and a score of 1 indicates your answer is entirely wrong but you made a reasonable effort towards the solution. Scores in between indicate very good (8-9), good (6-7), satisfactory (4-5), and poor (2-3) attempt. Failure to make a reasonable effort to answer a question scores a 0.

Assignment Policy:

In order to develop comprehensive understanding of the subject, assignments will be given. Late assignments will not be accepted / graded. All assignments will count towards the total (No ‘best-of’ policy). The students are advised to do the assignment themselves. Copying of assignments is highly discouraged and violations will be dealt with severely by referring any occurrences to the disciplinary committee. The questions in the assignment are meant to be challenging to give students confidence and extensive knowledge about the subject matter and enable them to prepare for the exams.

Plagiarism:

SEECs maintains a zero tolerance policy towards plagiarism. While collaboration in this course is highly encouraged, you must ensure that you do not claim other people’s work/ ideas as your own. Plagiarism occurs when the words, ideas, assertions, theories, figures, images, programming codes of others are presented as your own work. You must cite and acknowledge all sources of information in your assignments. Failing to comply with the SEECs plagiarism policy will lead to strict penalties including zero marks in assignments and referral to the academic coordination office for disciplinary action.