

Organisational Behaviour (ORB903)

Course Purpose and Objectives	<p>This course aims to:</p> <ul style="list-style-type: none"> ▪ Delve into translating management and organisational behavior theory to practices that result in organisational effectiveness, efficiency, and human resource development ▪ Address issues such as workforce motivation, incentives, team building and office environments and how we can best manage the dynamics of organizational change. ▪ Examine the contemporary principles, techniques and research findings in management and organisational behavior that are driving high performance and continuous improvement in business today ▪ Provide the student with an understanding of management and organisational behavior, concepts associated with continuous improvement in individual and group processes.
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Learning Outcomes	<p>Upon completion of this course, students will be able to:</p> <ul style="list-style-type: none"> ▪ Analyse individual and group behaviour and understand the implications of organizational behaviour on the process of management. ▪ Identify and critically assess different motivational theories and how these appear in a variety of organizational settings. ▪ Understand and be able to critically engage with the dynamics of group behavior. ▪ Evaluate the appropriateness of various leadership and followership styles used in organizations. ▪ Understand and evaluate power and politics in organisations and how these may impact on employees. ▪ Explain how organisational change and culture affect working relationships within organisations.
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Course Content	<p>Week 1: Introduction Part I: The Individual Week 2: What is Organisational Behaviour? Week 3: Diversity in Organisations Week 4: Attitudes and Job Satisfaction Week 5: Ethical Values Week 6: Perception and Individual Decision Making Week 7: Motivation: Definitions, Origins and Application Week 8: Content and Process Theories of Motivation Week 9: Employee’s Engagement Week 10: Part I Case Study on The Individual Part II: The Group Week 11: Foundations of Group Behaviour Week 12: Understanding Work Teams Week 13: Leadership Perspectives Week 14: Understanding Followership Week 15: Bases of Power Week 16: Politics in Originations Week 17: Grievance, Discipline and Conflict Week 18: Part II Case Study on the Group Part III: The Organisation System Week 19: Organisational Culture Week 20: Enhancing Work Outcomes Week 21: Performance Management Week 22: Organisational Change Week 23: Part III Case Study on The Organisation System Week 24: Company visit Week 25: Post Company Visit Discussion Week 26: Revision Week 27-28: Examinations</p>
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