MNO3301 Organizational Behavior

Course Instructor : Assoc Prof Vivien Lim

Session : Semester 2, 2009/2010

Module Description

The past decade has witnessed a number of significant developments and transformations in organizations. New technologies have radically altered the way work is performed and new organizational structures and work arrangements have emerged. In line with these changes, MNO 3301 is designed to inform, stimulate thinking and discussion about the issues and challenges managers have to deal with in organizations. Current issues pertaining to the darker side of organizational behavior will also be covered. Topics for discussion include workplace diversity, managing employee discipline, stress and leadership among others.

A combination of lectures, readings, video presentations and experiential activities will be used to introduce concepts, theories and research findings and to help students develop insights into organizational practices and work behaviors in organizations.

Objectives

1) The module is aimed at getting students to think through current issues and challenges they may encounter at their workplace;

2) Examine the changing roles of employees, managers and changing nature of work;

3) Provide students with the opportunity to question and apply OB theories and concepts to practice
Weekly Schedule

Week 1  Introduction: Issues and Challenges in Organisational Behavior
Week 2  Diversity at the workplace: The role of individual differences
Week 3  Organisational misbehavior and misconduct
Week 4  Managing organisational misconduct
Week 5  Organisational justice and motivation (I)
Week 6  Leadership
Week 7  RECESS
Week 8  Stress and the employees
Week 9  Managing stress
Week 10 Organisational citizenship behavior
Week 11 Personnel Selection--Weeding out the bad apples
Week 12 Workplace health issues—Managing AIDS
Week 13 Review and perspectives
Week 14 Project Presentation
Week 15 In-class Exam

Readings

Collection of articles and cases

Class expectations

Active participation in this module is extremely important. You are expected to prepare the readings and assignments thoughtfully before each class period so that you can participate in class discussions in an active and informed way. Students are strongly encouraged to develop their “point of view” in order for class discussion to be rich and interactive. Attending class regularly and participating in class discussion will facilitate not only how much you learn and how well you perform, but also how much you enjoy the course.

Methods of Assessment

Participation: 15%
Article Contribution: 10%
Quizzes: 10%
Individual Assignment: 20%
Group Project: 20%
In-class Test (closed book): 25%