

Program	BS Business Education
Course Title	BSBE 314 Organizational Behavior & Group Dynamics
Semester	7 <sup>th</sup>
Credit Hours	3
Pre-requisite	None
Introduction	<p>Organizational behavior (OB) is an interdisciplinary field drawing from numerous disciplines including psychology, sociology, anthropology, economics, organization theory, statistics, and many others. Effective management of human resources within organizations requires an understanding of various behavior and processes. Managers need to know why people behave as they do in relation to their jobs, their work groups and their organizations. This knowledge of individuals' perceptions, motivational attitudes and behavior will enable managers to not only understand themselves better, but also to adopt appropriate managerial policies and leadership styles to increase their effectiveness.<sup>79</sup></p> <p>The focus of instruction will move progressively through the individual, group and organizational levels of behavior and will examine the interrelationships of behavioral phenomena among these levels. Additionally, concepts such as motivation, communication and leadership and their relevance to organizational behavior will be examined in detail. The course is also designed to help the students understand if Western Organizational Behavioral theories and practices have any relevance to the local settings. The course will also discuss the Islamic perspective of understanding and directing human behavior in a specific direction.</p>
Learning outcomes	<p>Upon completion of this course, students should be able to:</p> <ol style="list-style-type: none"> <li>1. Understand the components of individual behavior and group behaviors in the organizational context.</li> <li>2. Understand the relevance of the OB theories and practices, emphasized by Western texts, in local settings.</li> <li>3. Understand the Islamic perspective of understanding and directing Human behavior towards achievement of goals.</li> <li>4. Understand the causes of job dissatisfaction and stress as well as methods of improving job satisfaction and dealing with stress.</li> <li>5. Analyze the impact of individuals and team behavior on organizational productivity</li> <li>6. Evaluate the impact of organizational structure, design, culture and change</li> <li>7. Synthesize various theories of motivation and leadership and understand their application to workplace.</li> </ol>

Course Content	<p>Introduction</p> <ul style="list-style-type: none"> <li>• What is Organizational Behavior?</li> <li>• Importance of organizational behavior</li> </ul> <p>Individual Behavior</p> <ul style="list-style-type: none"> <li>• Foundations of Individual Behavior:</li> <li>• Biographical Characteristics, Ability, Learning</li> <li>• Organizational behavior from Islamic and indigenous perspective</li> <li>• Understanding human psychology through the lenses of Quran and Sunnah</li> </ul> <p>Attitudes</p> <ul style="list-style-type: none"> <li>• Attitudes and Job Satisfaction</li> <li>• Types of attitudes</li> <li>• Types of behaviors</li> </ul> <p>Perception and Individual Decision Making</p> <ul style="list-style-type: none"> <li>• Perception and Individual Decision Making</li> <li>• Why perception is important</li> <li>• Types of decision making</li> <li>• Biases and errors in decision making</li> </ul> <p>Motivation</p> <ul style="list-style-type: none"> <li>▪ Motivation concept</li> <li>▪ Content theories of Motivational</li> <li>▪ Process theories of motivation</li> <li>▪ Motivation: from concept to application</li> <li>▪ Applying motivation concepts for designing reward system</li> </ul> <p>Emotions and Moods</p> <ul style="list-style-type: none"> <li>• Emotions</li> <li>• Moods</li> </ul> <p>Group Behavior</p> <ul style="list-style-type: none"> <li>• Foundations of Group Behavior</li> <li>• Groups in organization</li> </ul> <p>Leadership</p> <ul style="list-style-type: none"> <li>• Basic Approaches to Leadership</li> <li>• Trait theories</li> <li>• Behavioral theories</li> </ul> <p>Contemporary Issues in Leadership</p> <p>Power and Politics</p> <ul style="list-style-type: none"> <li>• Power and politics</li> <li>• Types and sources of power</li> <li>• Politics in organizations</li> </ul> <p>Conflict Management</p> <ul style="list-style-type: none"> <li>• Conflict and negotiation</li> <li>• Types of conflicts</li> </ul>
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	<p>Organization Structure</p> <ul style="list-style-type: none"> <li>• Functions of organization structure</li> <li>• Types of organizational structure</li> <li>• Organizational structure and its impact on individuals and groups</li> </ul> <p>Organization Culture</p> <ul style="list-style-type: none"> <li>• Organizational culture</li> <li>• Organizational culture and individual behavior</li> </ul>										
References	Robbins, P. S., & Judge, T. A. (2015). <i>Organizational Behavior</i> . Pearson										
Teaching/ Learning Strategies	<p>Lecture</p> <p>Multimedia presentations</p> <p>Cooperative Learning</p> <p>Non creditor workshops and seminars.</p> <p>Active Learning</p>										
Evaluation Criteria	<p>Course Evaluation</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td>Assignments</td> <td style="text-align: right;">20</td> </tr> <tr> <td>Mid Semester Test</td> <td style="text-align: right;">25</td> </tr> <tr> <td>Final Project</td> <td style="text-align: right;">15</td> </tr> <tr> <td>Final Test</td> <td style="text-align: right;">40</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">100</td> </tr> </table>	Assignments	20	Mid Semester Test	25	Final Project	15	Final Test	40	Total	100
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