

## Subject Description Form

<b>Subject Code</b>	MM3141
<b>Subject Title</b>	Organisational Behaviour
<b>Credit Value</b>	3
<b>Level</b>	3
<b>Normal Duration</b>	1-semester
<b>Pre-requisite/ Co-requisite/ Exclusion</b>	<b>Pre-requisite:</b> Management and Organisation (MM2021) or equivalent
<b>Role and Purposes</b>	This course covers all important theories of organizational behavior. Organizational behavior theories at five levels: individual level, dyadic level, group level, organization level, and societal level will be introduced. Most of these theories have been developed from the psychological perspective. In addition to these organizational psychological theories, organizational theories developed from the sociological perspective will also be introduced. The subject will outline an overarching theoretical framework to help students understanding the associations among various theoretical perspectives regarding behaviors in organizations.
<b>Subject Learning Outcomes</b>	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> <li>a. Understand all major theoretical perspectives in the field of organizational behavior and the associations among these theoretical perspectives;</li> <li>b. Be able to link the OB theories with practices and experiences in organizations (<b>BBA Outcome 9</b>);</li> <li>c. Grasp the skills and knowledge of how to synthesize and digest new ideas, discoveries, and cutting-edge OB theories from various sources, such as popular management books, professional management magazines, and scientific journals;</li> <li>d. Be capable of interpreting and analyzing issues related to organizational behavior critically and creatively;</li> <li>e. Identify and analyze the social responsibility and ethical behavior in organizations and businesses (<b>BBA Outcome 4</b>).</li> </ol>
<b>Subject Synopsis/ Indicative Syllabus</b>	<p>Individual Behaviours</p> <p>Values, ethical behaviour, attitudes, and job satisfaction</p> <p>Personality and emotional intelligence</p> <p>Perception and individual decision making</p> <p>Motivation theories</p> <p>Group Behaviours</p> <p>Team and team diversity</p> <p>Communication</p> <p>Basic and advanced leadership theories</p> <p>Power and politics</p> <p>Conflict and negotiation</p>

	Social comparison, jealousy, and prejudice at work Organizational Behaviours Work design and technology Organizational culture Sociology of organizations Cross-cultural organizational psychology Organizational Change and Development Resistance to organizational change Approaches to managing organizational change Organizational development								
<b>Teaching/Learning Methodology</b>	Lectures will avoid repeating the contents of the textbook, and will focus more on introducing and discussing the current OB issues and practices.								
<b>Assessment Methods in Alignment with Intended Learning Outcomes</b>	Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)						
			a	b	c	d	e		
	<b>Continuous Assessment</b>	<b>100%</b>							
	1. Lecture attendance and Participation	20%	✓	✓		✓			
	2. Group project	30%	✓	✓	✓	✓			
	3. Individual project	50%	✓	✓	✓	✓	✓		
	Total	100 %							
<b>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</b> the various methods are designed to ensure that all students taking this subject – <ul style="list-style-type: none"> <li>▪ Read the recommended material including lecture notes, textbooks, and journal articles;</li> <li>▪ Discuss the issues brought up in the lectures;</li> <li>▪ Appreciate the different approaches that may be adopted in solving management problems;</li> <li>▪ Participate in presenting the group’s views on an OB case;</li> <li>▪ Express the views on OB issues by working on individual assignments.</li> </ul>									
<b>Student Study Effort Expected</b>	Class contact:								
	▪ Lectures		39 Hrs.						
	Other student study effort:								
	▪ Preparation for Individual Assignment		46 Hrs.						
	▪ Preparation for Group Project		32 Hrs.						
Total student study effort			117 Hrs.						

**Reading List and  
References**

***Recommended Textbook***

McShane, S. L., & Von Glinow, M. A. (2010, 5<sup>th</sup> Ed.) ***Organizational behavior: Emerging knowledge and practice for the real world.*** McGraw-Hill Irwin.

***References***

***Academy of Management Journal***

***Journal of Applied Psychology***

***Organization Science***

***Journal of Organizational Behavior***

***Journal of Management***

***Journal of Occupational and Organizational Psychology Harvard  
Business Review***