

<b>Subject Code</b>	MM515
<b>Subject Title</b>	Organizational Behaviour
<b>Credit Value</b>	3
<b>Level</b>	5
<b>Normal Duration</b>	1-semester
<b>Pre-requisite/ Co-requisite/ Exclusion</b>	<p><b>Pre-requisite:</b> Managing Organizations and People (MM511) or Organization and Management (MM5112)</p> <p>-----</p> <p><b>Exclusion:</b> Managing People in Construction and Real Estate (BRE514) and Managing Human Resources in the Hotel &amp; Tourism Industry (HTM508)</p>
<b>Role and Purposes</b>	<p>This course aims to provide students at the Masters level, the theoretical &amp; practical foundations for understanding managerial behaviour in organizations. Students will experience some of the interpersonal dynamics of managerial actions and interactions by various forms of experiential games and case analyses. Students are encouraged to reflect upon their real life experiences and to analyze those experiences in the light of current theories and concepts in the behavioural sciences.</p>
<b>Subject Learning Outcomes</b>	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> <li>explain human psychology and dynamics, and apply theories to tapping organization members' potentials to achieve good results;</li> <li>apply diverse conceptual and theoretical frameworks in analyzing and solving organizational problems;</li> <li>have developed change management skills, along with a reflective mind-set;</li> <li>understand the factors which facilitate or impede effective cross-functional team work;</li> <li>exhibit an awareness of ethical issues and their implications for management behavior and organizational practices;</li> <li>demonstrate an understanding of cultural and workplace diversity and be aware of the implications for management behavior and organizational practices.</li> </ol>
<b>Subject Synopsis/ Indicative Syllabus</b>	<ul style="list-style-type: none"> <li>• Foundations of Organisational Behaviour</li> <li>• Individual Differences and Personality</li> <li>• Perceiving Ourselves and Others in Organisations</li> <li>• Workplace Values, Emotions, and Behaviors</li> <li>• Motivation</li> <li>• Organizational Justice and Ethics</li> <li>• Power and Leadership</li> <li>• Team Dynamics</li> <li>• Organizational Change</li> </ul>
<b>Teaching/Learning Methodology</b>	<p>The course will be delivered in seminar style consisting of lectures, student presentations and in-depth class discussions based on research, and case studies generated from students' own work experiences. The program is deliberately designed to be highly interactive and stimulating to bring to the surface the real value and meaning of the study of behaviour in organizations. As this is a postgraduate program, all topics for discussion will lead off from theoretical grounding complemented with the latest research findings, and balanced with more Hong Kong / Asia specific examples.</p>

<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.	f.
	<b>Continuous Assessment*</b>	<b>100%</b>						
	1. Group presentation	30%	✓	✓	✓	✓	✓	✓
	2. Individual paper	30%	✓	✓	✓	✓	✓	✓
	3. Individual case study assignment	40%	✓	✓	✓	✓	✓	✓
Total	100 %							
<p><i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.</i></p> <p>To pass this subject, students are required to obtain Grade D or above in the subject.</p> <p><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 –</p> <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/seminars;</li> <li>• Appreciate the different approaches that may be adopted in solving management problems;</li> <li>• Participate in presenting the group’s views on a case/marketing situation;</li> <li>• Express the views on management issues by working on group and individual assignments.</li> </ul> <p>Feedback is given to students immediately following the presentations and all students are invited to join this discussion.</p>								
<b>Student Study Effort Expected</b>	Class contact:							
	▪ Lectures		39 Hrs.					
	Other student study effort:							
	▪ Preparation for lectures		39 Hrs.					
	▪ Preparation for assignments / group projects and presentations		39 Hrs.					
	Total student study effort		117 Hrs.					
<b>Reading List and References</b>	<p><u>Recommended Textbook</u>          McShane, S. L. &amp; Von Glinow, M. A. <i>Organizational Behavior: Emerging Knowledge, Global Reality</i>, 7th Global Edition, McGraw-Hill, 2015</p>							