



COURSE SYLLABUS

COURSE TITLE:	Organizational Behavior	COURSE CODE:	MGMT215
PREREQUISITES:	MGMT110	SEMESTER:	FALL 2020
INSTRUCTOR:	Morene Ach	CREDITS:	3
EMAIL:	mo.ach@orange.fr or mach@groupe-igs.fr	SCHEDULE:	Group 1 Tuesday 15h30-18h30

COURSE DESCRIPTION:

The corporation was once completely focused on economics, finance and accounting. In today's ultra-competitive and demanding economy, the business climate can no longer rely on the sale of a simply efficient service or trustworthy product to guarantee profit and turnover. Technology, transport, free-trade, outsourcing and offshoring are some of the revolutionary business forces which have transformed the corporate community into an interconnected local village. Borders, countries, languages, philosophies unite to expand the culture of a company across oceans of market share and centuries of geo- political lifestyle. Today organizational behavior and modern management theory have opened us to an entirely new vision of the workplace offering valuable guidelines into the heart of a business, and its most valuable asset: HUMAN BEINGS.

COURSE OBJECTIVES:

This course will explore the fundamentals of management applied to the impact individuals; groups and structure have on the performance of a company, so as to maximize productivity, efficiency and profit.

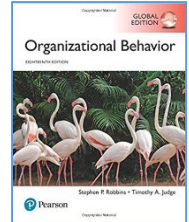
EXPECTED LEARNING OUTCOMES:

Upon completion of this course, students should be able to:

- Understand the key concepts of organizational behavior and apply them to develop solutions for improving organizational performance.
- Recognize the various individual, group and system variables that influence behavior in organizations and be familiar with a range of strategies to positively affect those variables.
- Examine challenges to effective organizational communication and identify good practices.
- Differentiate between leadership and management and use these differences to both improve organizational behavior and enhance students' own career paths.
- Investigate Organizational Structure, Culture, Change and Human Resource Policies and Practices
- Assess the impact in the workplace of globalization, cultural differences, workforce diversity, ethics and identify strategies to enhance individual and organizational performance.

MANDATORY TEXTBOOK:

Organizational Behavior, **18th edition**, by Robbins/Judge, Pearson/Prentice-Hall, 2019.
Previous editions are not permitted. ISBN- 13: 9781292259239



EVALUATIONS:

The final grade will be determined as follows:

- Midterm exam - 35%
- Final exam – 30%
- Cases/assignments/group projects (written and oral)/ participation – 35%
(Please consult grading rubrics below)

Presence in class is mandatory. More than 2 absences will lead to a failing grade.

COURSE SCHEDULE:

Dates	Reading/Homework	Session Content
Session 1 22 Sept	What is organizational behavior? (Ch.1), Diversity in Organizations (Ch. 2) INSIDE THE MIND OF THE CORPORATION Introduction to Management Principles	The importance of interpersonal skills; what managers do; what is OB; OB context and challenges; the role of abilities and biographic characteristics and their impact on organizational behavior; the nature and relevance of diversity for organizational behavior
Session 2 29 Sept	Introduction to Management Principles Management Applications Attitudes and job satisfaction (Ch. 3)	Selected Management Readings The components of attitudes; the relationship between attitudes and behavior; the main causes of job satisfaction; identifying job dissatisfaction
Session 3 6 Oct	The Mental Environment in Management: Emotions and Moods (Ch 6) Personality and values in the work setting (Ch. 4) Teaching Day: Methodology into Theme and Knowledge Selection (Project 1)	Frameworks for defining personality and how they relate to work behavior; frameworks for understanding values; how values impact the workplace Project 1: Teaching Day
Session 4 13 Oct	Perception and individual decision-making (Ch. 5), Understanding motivation (Ch. 7 and 8- selected topics) Bella's Case Study	The factors that influence perception; the impact of perception on judgments and decision-making; the decision-making process and creativity; the elements and theories of motivation; tools for improving motivation.
Session 5 20 Oct	Management in All Divisions: Understanding group and team behavior (Ch. 9 and 10)	The characteristics of groups vs. teams; how groups and team dynamics affect behavior in organizations; tools for better managing groups and teams

Session 6 27 Oct	Power and Politics (Ch. 11) Mid-Term Exam	The bases and tactics of power; the sources and management of political behavior; the effects of power and politics Begin work on team projects
Session 7 3 Nov	Communication (Ch 12) Foundations of Organization Structure (Ch. 14)	The communication process in organizations; choosing appropriate communication channels; understanding and overcoming barriers to effective communication. How work is broken down into departments, task assignment and the culture of management: the seven elements of an organization's structure
Session 8 10 Nov	Organizational Culture (Ch. 15) Human Resource Policies and Practices (Ch. 16)	The characteristics and impact of organizational culture; how cultures are formed and maintained; internal and external forces for changes; creating a favorable change culture; managing resistance to change. Recruitment and Selection methods, Types of Training, Performance Evaluation, leadership role of HR in organizations Finalize work on team projects.
Session 9 17 Nov	Organizational change and stress management (Ch. 17) Conflict and negotiation (Ch 18)	Organizational change, Sources of Stress, Organizational approaches to managing stress. The roots and outcomes of conflict; the process and functions of negotiation; cultural influences
Session 10 24 Nov	Projects	Case Study Oral Presentations
Session 11 8 Dec	Projects	
Session 12 15 Dec	Final In-Class Exam	

The schedule of Final Exams will be confirmed and published by 31 October 2020. The last day of the semester is 18 December 2020. DO NOT PLAN ANY TRAVEL BEFORE THIS DATE AS THERE ARE NO MAKE-UP EXAMS.

WRITING ASSIGNMENT RUBRIC

HOLISTIC SCORING



Score 6: A

A 6 paper commands attention because of its insightful development and mature style. It presents a cogent analysis of or response to the issue, elaborating that response with well-chosen examples and persuasive reasoning. The 6 paper shows that its writer can usually choose words aptly, use sophisticated sentences effectively, and master the conventions of written English. Ample supporting evidence is provided and detailed in sophisticated language and description.

Score 5: B

A 5 paper is clearly competent. It presents a solid analysis of or response to the issue, elaborating that response with appropriate material and sensible reasoning. A 5 paper typically has a less fluent and complex style than a 6, but does show that its writer can usually choose words accurately, vary sentences effectively, and observe the conventions of written English. Supporting evidence is more limited and exemplification is less demonstrative.

Score 4: C/C+

A 4 paper is satisfactory, sometimes marginally so. It presents an adequate analysis of or response to the issue, elaborating that response with some superficial basic knowledge and acceptable logic. Just as examples and reasoning, will ordinarily be less developed than those in 5 papers, so will the 4 paper's style be less effective. Nevertheless, a 4 paper shows that its writer can usually choose words of sufficient precision, control sentences of reasonable variety, and observe the conventions of written English. Listing and non-elaboration of theme.

Score 3: C-

A 3 paper is unsatisfactory in one or more of the following ways. It may analyze or respond to the issue illogically; it may lack coherent structure or elaboration with examples; it may reflect an incomplete understanding of the text or the topic. Its prose is usually characterized by at least one of the following: frequently imprecise word choice; little sentence variety; occasional major errors in grammar and usage, or frequent minor errors.

Score 2: D

A 2 paper shows serious weaknesses, ordinarily of several kinds. It frequently presents a simplistic, inappropriate, or incoherent analysis of or response to the issue, one that may suggest some significant misunderstanding of the text or the topic. Its prose is usually characterized by at least one of the following: simplistic or inaccurate word choice; monotonous or fragmented sentence structure; many repeated errors in grammar and usage.

Score 1: F

A 1 paper suggests severe difficulties in reading and writing conventional English. It may disregard the topic's demands, or it may lack any appropriate pattern of structure or development. It may be inappropriately brief. It often has a pervasive pattern of errors in word choice, sentence structure, grammar, and usage.

ORAL PRESENTATION SCORING RUBRIC

Category	Scoring Criteria	Total Points	Score
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Organization (15 points)	The type of presentation is appropriate for the topic and audience.	5	
	Information is presented in a logical sequence.	5	
	Presentation appropriately cites requisite number of references.	5	
Content (45 points)	Introduction is attention-getting, lays out the problem well, and establishes a framework for the rest of the presentation.	5	
	Technical terms are well-defined in language appropriate for the target audience.	5	
	Presentation contains accurate information.	10	
	Material included is relevant to the overall message/purpose.	10	
	Appropriate amount of material is prepared, and points made reflect well their relative importance.	10	
	There is an obvious conclusion summarizing the presentation.	5	
Presentation (40 points)	Speaker maintains good eye contact with the audience and is Appropriately animated (e.g., gestures, moving around, etc.).	5	
	Speaker uses a clear, audible voice.	5	
	Delivery is poised, controlled, and smooth.	5	
	Good language skills and pronunciation are used.	5	
	Visual aids are well prepared, informative, effective, and not distracting.	5	
	Length of presentation is within the assigned time limits.	5	
	Information was well communicated.	10	
Score	Total Points	100	