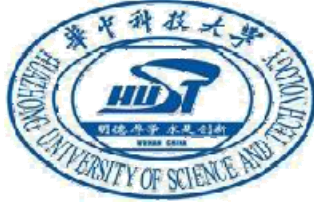


**SCHOOL OF MANAGEMENT
HUAZHONG UNIVERSITY OF SCIENCE & TECHNOLOGY**



**MGMT ORGANIZATIONAL BEHAVIOR
2017 Spring**

Class Time: Week 3-6
Location: Room 130
Instructor: Pengcheng Zhang, PhD
Email: zhangpch@126.com

Introduction

This course deals with human behavior in a variety of organizations. Conceptual frameworks, case discussions, and skill-oriented activities are applied to each topic. Topics include communications, motivation, group dynamics, leadership, power, the influence of technology, and organizational design and development. Class sessions and assignments are intended to help participants acquire the skills that managers need to improve organizational relationships and performance.

Course Goals and Objectives:

General Goal: to study and understand the relationship of individual and group behavior to the organization/workplace environment.

Objectives include to:

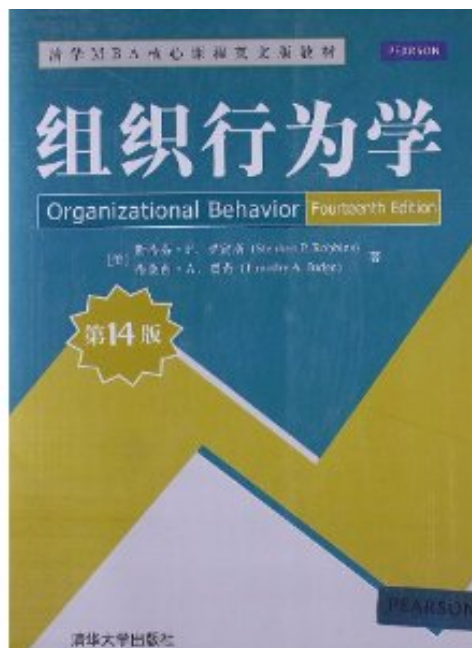
- Study the major topics within the field of organizational behavior
- Review the prominent theories that are employed to understand, study, and change behavior in work settings
- Engage in problem solving situations that apply organizational concepts to identify and resolve problems in the workplace, and build critical thinking skills
- Study the role of groups/teams in organizations
- Apply course concepts to real life situations with simulations and role play
- Explore and discuss variables such as motivation and power and their relationship to work behavior
- Evaluate the influence of technology in the organization

- Develop insight into the importance of diversity and cross cultural factors in the domestic and international workplaces
- Discuss the effects of both emotional and environmental stressors and how leaders cope effectively with these challenges
- Examine the nature of change in organizations and explore strategies for successful change

Required reading:

Textbooks:

Stephen P. Robbins, Timothy A. Judge, 2012, Organizational Behavior, 14 edition, Prentice Hall
 (美) 罗宾斯、(美) 贾奇, 2012, 《组织行为学》, 清华大学出版社, (Photocopied English version (14edition) published in Mainland China).



Optional:

Stephen P. Robbins, Timothy A. Judge, 2009, Essentials of Organizational Behavior (10 edition), Prentice Hall

Steven McShane, Mary Von Glinow, 2012, Organizational behavior, 6 edition, McGraw-Hill/Irwin

Others:

Materials such as lecture notes, handouts, cases, and exercises etc. may be delivered to you in class or by email.

Course Grade

The final grade takes account of the following components:

- (1) Class presentation and discussions: 20%

People: 2-3person team is required to prepare for the class presentation.

Topic: there are 14 presentation topics (P) and each team might choose one of them (see weekly schedules as below).

Function: As a session leader, your role will be to lead the class through a productive discussion of the chapter topic of the session. This could entail taking responsibility for the overall topic (e.g., "Motivation). Although everyone is expected to have read the required textbook material, the session leader is encourage to have also collected additional material on the topic, including video, cases, recent news report, games, etc., as long as it benefits class understanding and participation in this class.

Language: English is preferred.

Time: 20 minutes (extending is allowed if really necessary)

(2) Reading Assignments and exercises: 30%

You should choose at least 5 articles from reading materials, and write 2 pages of summary for each accordingly.

(3) Term paper: 50%.

Weekly Schedules

Time	Week No.	Date	Topic	Text chapter No.
1	3	Mar., 21	Course introduction: What is organizational behavior? Why is the study of OB important in the workplace? Discussion of course requirements, assignment objectives, and grading criteria; Diversity in organization; Attitudes and Job Satisfaction	Chapter 1-3
2	3	Mar., 28	Personality and Values Perception and Individual Decision Making	Chapter 4-5
3	4	Mar., 30	Motivation Concepts Motivation: From Concepts to Applications	Chapter 7-8
4	4	April, 6	Foundations of Group Behavior Understanding Work Teams	Chapter 9-10
5	5	April, 11	Leadership Power and Politics	Chapter 12 Chapter 13
6	5	April, 13	Communication Conflict and Negotiation	Chapter 11 Chapter 14
7	6	April, 18	Foundations of Organization Structure Organizational Culture	Chapter 15 Chapter 16
8	6	April, 20	Organizational Change and Stress Management Final review;	Chapter 18