



Khwaja Fareed University of Engineering & Information Technology, RYK

Institute of Business Administration

16 Week Plan

MSCI-3110 Organizational Behavior

Course Introduction

Organizational behavior is the academic study of how people interact within groups and its principles are applied primarily in attempts to make businesses operate more effectively. The study of organizational behavior includes areas of research dedicated to improving job performance, increasing job satisfaction, promoting innovation, and encouraging leadership and is a foundation of corporate human resources.

The Hawthorne Effect, which describes the way test subjects' behavior may change when they know they are being observed, is the best-known study of organizational behavior.

Course Objectives

This course is designed to provide students with an understanding of the individual, group, and human behavior in organizations. The focus is on providing an understanding of how organizations can be managed more effectively and enhancing the quality of employees' work life. Topics will include Organizational Behaviors, Diversity, Attitudes and Job Satisfaction, Personality, and Values, Perceptions, Decision Making, Motivation Concepts, Group Behavior, Communication, Leadership, and Conflict and Negotiation. Concepts associated with continuous improvements in individual and group processes are discussed to support the understanding of management and organizational behavior.

Overall Grading Policy

Assessment Items	Percentage
Quizzes	05%
Assignments	10%
Presentation	10%
Midterm Exam	25%
Final Exam	50%

Reference books:

1. **organizational behavior stephen p robbins 15th edition**

Lecture Breakdown

Week	Topics	Activity
Week 1	What is OB, What Managers Do, Developing an Organization Behaviour (OB) model Diversity In Organizations Biographical characteristics and Ability, Implementing diversity management Strategies	
Week 2	Attitudes And Job Satisfaction Attitudes related to OB, Different ways to achieve job satisfaction in organizations	

	Emotions And Moods What are emotions and moods What is emotional intelligence	
Week 3	Perception And Individual Decision Making Personal perceptions and perceptual errors, Linking perception and individual decision making	
Week 4	Motivation concept, Maslow's Theory of Needs, ERG, Theory X, Y, & Z, Motivation Concept, David McClelland's Theory of Needs, Equity Theory, Expectancy Theory, Goal Setting Theory, Two Factor Theory	
Week 5	The effects of different reward systems on individual motivation, Foundations Of Group Behaviour	Assignment 1
Week 6	Defining and Classifying Groups, Stages of Group Development, Group Properties Roles, Norms, Status, Size etc., Group Decision Making,	Quiz 1
Week 7	Understanding Work Teams Difference between Teams and Groups, Types of Teams, Creating Effective Teams, Turning Individuals into Team player	
Week 8	Mid Term Exams	
Week 9	Leadership definition, theories and contingencies theories	Assignment 2
Week 10	Charismatic, Transformational and Transactional Leadership	Quiz 2
Week 11	Communication Functions of Communications, The Communication Process, Barriers to effective communication	Quiz 3
Week 12	Direction of communication, Interpersonal and Organizational communication	
Week 13	Conflict, Types of Conflicts, Conflict Process Negotiation	
Week 14	Human Resouces Policies and Practices, Training and Developement	
Week 15	Performance Appraisal Organizational Culture Change Forces of change, Planned change, Resistance to change, Types of Organizational Structure	
Week 16	Final Term Examination	