

SYLLABUS ORGANIZATIONAL BEHAVIOR

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Course Description :

The course consists of blending of theoretical discussion of the subject matters and real life experiences of the business world. The course is designed to meet the current need of business environment. The textbook is intended as the source of academic information to be used to understand the real phenomenon of the business world. There are six cases to be discussed in class. The cases were selected on the basis of its relevance to the course content.

Objectives:

This course is designed:

1. To give an overview of the field of organizational behavior,
2. To explain the role of human factors, organizational structure and organizational process relate to each other and to influence the performance of individual, team and organization.
3. To provide students with conceptual understanding of cutting-edge concepts of organizational behavior.
4. To give real examples of application of the concept in organizational settings.
5. To develop critical thinking in organizational behavior through analysis of the real life cases.

Upon completion of this course, the student will be able to:

1. Understand the role of individual variables, organizational structure and organizational process in influencing the performance of individual, team and organization.
2. Apply the principles of organizational behavior in solving the human and organizational problems in real life.
3. Design an effective organization through alignment of individual variables, organizational structure and organizational process.

Course Requirements

Students are evaluated on the following criteria:

1. Mid-term exam (30%)
2. Final exam (30%)
3. Participation in class discussion (20%) (There are cases to be discussed in class, every student should write his or her analysis for their own case in 2-3 pages).
4. Final paper (20%)

Reading materials for this course consists of mandatory reading and highly recommended readings. Students are encouraged to discuss their topic in the <http://forum.psiologi.ugm.ac.id>

Mandatory Reading:

Organizational Behavior, Seventh Edition, Robert Kreitner & Angelo Kinicki, 2008.

In addition to the above mentioned reading materials, the students will also be required to read articles from several journal which are relevant to the course contents.

Course Content & Schedule.

Session-1:

Understanding the new business environment. How changes in business paradigm will influence organizational behavior in business.

Readings: Kreitner & Kinicki Chapter 1.

Discussion on Hawthorne effect from the internet

Video High Flyer

Session-2:

- Managing Diversity

Readings: Kreitner & Kinicki Chapter 2

Video Fiorina

Session 3:

- Organizational Culture

Readings: Kreitner & Kinicki Chapter 3

Video Goggle

Session 4:

- Managing Across Culture

- Individual Behavior in Organization

- Group Presentation and Discussion :

- Reading: Kreitner & Kinicki Chapter 4 & 5

Session 5:

- Values, Attitudes, and Job Satisfaction

- Self Perceptions & Attributions

- Group Presentation and Readings : Kreitner & Kinicki Chapter 6 & 7

Session 6:

- Foundations of Motivation

- Improving Job Performance with Goal, Feedback, Rewards, and Positive Reinforcement

- Group Presentation" and Readings: Kreitner & Kinicki chapter 8 & 9

Session 7:

- Group Dynamic

- Team & Teamworks

- Group Presentation and Readings: Kreitner & Kinicki chapter 10 & 11

Session 8: Mid Semester exam

Session 9:

- Individual & Group Decision Making
- Managing Conflict & Negotiation
- Group Presentation and Readings: Kreitner & Kinicki chapter 12 & 13

Session 10:

- Communication in the Internet Age
- Group Presentation and Reading: Kreitner & Kinicki Chapter 14.

Session 11:

- Influence, Empowerment, and Politics
- Group Presentation and Readings: Kreitner & Kinicki chapter 15

Session 12:

- Leadership
- Group Discussion and Readings: Kreitner & Kinicki chapter 16

Session 13:

- Creating Effective Organization
- Group Presentation and Readings: Kreitner & Kinicki chapter 17

Session 14:

- Managing Change & Stress
- Group Presentation and Reading: Kreitner & Kinicki chapter 18

Session 15: Overviu & wrap up

Session-16:

Final Exam