

NO.	TITLE		
1.	Subject	Organisational Behaviour	
2.	Subject Code	DHRM 102	
3.	Status	Major	
4.	Credit Hours	3	
5.	Semester	Semester 1, Year 1	
6.	Objectives	<p>This unit covers the main principles of behind the management of people in organisations. It is designed to introduce the students to the various theories and concepts that explain the contribution and management of organisations most valuable asset-the employees.</p> <ul style="list-style-type: none"> - To demonstrate an understanding of the behaviour of people both as individuals and as members of groups in organisations for the purpose of predicting, explaining, and controlling behaviour that occurs in organisations. - To demonstrate an understanding of the nature and impact of organisational processes that influence work behaviour. - To Integrate the theory of organisational behaviour with management practice. 	
7.	Learning Outcome	<p>At the end of the lesson, the student will be able:</p> <ul style="list-style-type: none"> - to understand the meaning and nature of organisational behaviour - to appreciate the individuals contribution to the organisational performance - to understand the process of learning and its application to organisations - to understand the relevance of motivational theories and its application to managers. 	
8.	Synopsis		
9.	Syllabus and Contact Hours	Syllabus	Contact Hours
		<p>1. What is Organisational Behaviour</p> <ul style="list-style-type: none"> - What managers do? - Disciplines to the OB field - Challenges and opportunities for OB 	3
		<p>2. Individual Differences and Personality</p> <ul style="list-style-type: none"> - Biographical characteristics - Ability and learning - Learning - Personality determinants - Personality attribution influencing OB - Achieving personality fit 	3

		<p>3. Values, Attitudes and Job Satisfaction</p> <ul style="list-style-type: none"> - Importance of values - Values, loyalty and ethical behaviour - Types of attitudes - Attitudes and workforce diversity - Effects of job satisfaction on employee performance <p>4. Perception and Individual Decision-Making</p> <ul style="list-style-type: none"> - The importance of perception - Factors influencing perception - The link between perception and individual decision making <p>5. Motivation Theories</p> <ul style="list-style-type: none"> - Defining motivation - Early theories of motivation - Contemporary theories of motivation <p>6. Motivation at Work</p> <ul style="list-style-type: none"> - Management By Objectives - Employee Recognition/Involvement programme - Special issues in motivation <p>7. Groups</p> <ul style="list-style-type: none"> - Defining and classifying groups - Stages of group development - Extend condition imposed on groups - Group resource - Group structure - Group decision-making - Group decision-making techniques <p>8. Understanding Work Teams</p> <ul style="list-style-type: none"> - Teams vs. Groups - Types of teams - Creating effective teams - Issues in managing teams 	<p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p>
		<p>9. Organisational Communication</p> <ul style="list-style-type: none"> - Function of communication - The Communication Process - Direction of communication - Interpersonal communication - Barriers to effective communication - Current issues in communication <p>10. Leadership</p> <ul style="list-style-type: none"> - What is leadership? - Leadership theories - Contemporary leadership roles - Finding and creating effective leaders 	<p>3</p> <p>3</p>

		11. Power at Workplace <ul style="list-style-type: none"> - Definition of power - Bases of power conflicts - Definition of conflict - Functional vs. dysfunctional conflict - The conflict process 	3
		12. Conflicts <ul style="list-style-type: none"> - Definition of power - Bases of power - Politics: Power in action 	3
		13. Stress Management <ul style="list-style-type: none"> - What is stress? - Sources of stress and consequences - Managing stress 	3
		14. Organisational Culture <ul style="list-style-type: none"> - What is organisational culture? - Creating and sustaining culture - Creating an ethical organisational culture 	3
		TOTAL	42
10.	Main Reference	Robbins, S. P. (2006). <i>Organizational Behavior</i> (12 th ed.). New Jersey: Prentice Hall.	
11.	Additional Reference	Daft, R. L., & Noe, R. A. (2001). <i>Organizational Behavior</i> . Fort Worth, Texas: Harcourt. Mullins, L. (2004). <i>Management and Organisational Behaviour</i> (7 th ed.). London: FT Prentice Hall.	