## BHR 3101 ORGANIZATIONAL BEHAVIOUR

**Short Description**

The course provides students with knowledge concerning the orientation and nature of human behavior within the context of the individual, group and organizational systems. In the broadest perspective, this course shall enable students to recognize, understand and evaluate the foundations of organizational behaviour and how the different aspects of behaviour impact on organizational performance. Some of these aspects include personality, perception, motivation, communication, power and politics, leadership, organizational change, and team decision making. By applying theory and models to "real- life" situations, students should be able to influence organizational behaviour to foster organisational effectiveness.

**Course Objectives**

Students should acquire general understanding of organizational behaviourand specifically the:

* The foundations of individual bahaviour and how such aspects affect performance
* The foundations of group behaviour and how such aspects affect group processes
* How organizational systems influence behaviour?
* Application of theory and models to practical ways of reinforcing behaviour.

**Learning Outcomes**

By the end of this course, students should be able to:

* Identify the factors which affect peoples’ behaviour and attitude towards work.
* Develop a foundation of knowledge and skills regarding motivation, perception, and communication
* Make decisions regarding leadership and organizational change.
* Influence organizational behaviour effectively.

**Intellectual, practical and transferable skills**

* Problem solving skills
* Analytical
* Team work
* Communication

**Teaching and Learning Patterns**

* Lectures
* Class discussions
* Group presentations
* Individual case presentations

**Indicative Content:**

Introduction to Organizational Behaviour (OB): defining Organizations, management, behaviour, the nature of Organizational Behaviour; challenges and opportunities for OB; Individual Behaviour in Organizations: foundations of individual behaviour, personality perception and attitudes, learning and behavioral reinforcement, motivation in organizations; Group Behavior in Organizations: foundations of group behaviour, work teams and groups, conflict management, managing diversity, communication, work stress and its management; the Organization System:, foundations of Organizational structure, culture.

**Assessment Method:**

The assessment method is structured to include coursework and final examination. Coursework consists of assignments, presentations and tests.

Course work assessment 30%

Final Examination 70%

100%

The minimum mark required to pass is 50%, this includes course work and final examination. Each course in the programme is allowed a maximum of three hours for final examination

**Indicative Sources**

1. Barney Jay B. and Griffin, Ricky. 1992.The Management of Organisations; Strategy, Structure and Behaviour. Boston: Houghton Miffin Co.
2. Chandan J.S. 1994. OrganisationalBehaviour. New Delhi: Vikas Publishing Ltd.
3. Baron A. Robert. 1983. Behaviour in Organisations. Boston: Allyn and Bacon, Inc.
4. Rao V S P and Narayan P. S. 1999. Organisation Theory and Behaviour. New Delhi: Konark Publishers PVT Ltd.
5. Robbins, P. Stephen and Judge, A. Timothy. 2007. OrganisationalBehaviour. 12th Edition. New Jersey: Pearson Education.
6. Robbins, S. 2001. Organizational Behavior. New Jersey: PEARSON– Prentice Hall.