**IOP 3202 ORGANISATIONAL BEHAVIOUR (OB)**

**Duration of the Course:** The course is 3 Credit Units providing 45 Contact Hours.

**Course description**

This course is designed for undergraduate level training and is a compulsory course. The course provides knowledge about the behavior of behavior, its causes and how it can be changed. It equips the learners with knowledge and a wide range of skills of enhancing organizational effectiveness.

**Course objectives**

By the end of this course students should

1. Explain the concepts used in organizational behavior
2. Have knowledge of all aspects of behavior in organizations
3. Acquire skills of enhancing organizational effectiveness

**Course Content**

Introduction to organizational behavior; The influence of Individual level factors on OB;

Groups and Interpersonal Influence on Organizational Behaviors; Organizational structure; Organizational culture; Communication; Decision making; Performance Management; Reward and Compensation; Organizational Socialization; Leadership; Organizational effectiveness; Organizational development; and Organizational development techniques.

**Teaching/delivery method:**

In teaching the course, the following methods will be used

Lectures, seminars, workshops, Independent study, and assignments

**Learning outcomes:**

**Knowledge and understanding** of concepts used in organizational behavior:

The students’ should be able to explain the concepts, detail out the history of organizational behavior, explain the individual, group and organizational level factors that influence organizational behavior. **Professional skills** will be imparted including the ability to design instruments for measuring organizational effusiveness, ability to assess and enhance organizational competitiveness, ability to assess personality, and develop instruments to assess both individual and organizational level performance.

**Regarding transferable skills:** The students will have skills of developing and using questionnaire information and the sills to analyse and interpret data from such instruments.

**Assessment methods:**

The course will be assessed using coursework/assignments. For example students will be a given a take home questionnaire which they read about and write an essay and hand in after 2 weeks. Tests will also be used to assess students learning. The Course work will take 30% and the exam will take 70%

**Learning resources:**

The students will have access to text books, off line and online journals, Internet and departmental manuscripts to aid their learning

**Indicative reading:**

The following references are key:

1. Baron R & Greenberg J (1990) Behavior in Organizations: Understanding and managing the human side of work, 3/e. Boston: Allyn and Bacon
2. Furnham A (2006). The psychology of behavior at work: The individual in the organization, 2/e. New York: The psychology Press Routledgge
3. Hamlin B, Keep J & Ash K (2001) Organizational change and development: A reflective Guide for Mangers, Trainers ad developers.. London> Prentice Hall Pearson education Ltd
4. Hofstede G & Hofstede J (2005) Culture and organizations: Soft ware of the mind. New York: McGraw Hill
5. Journal of Occupational and Organizational; Psychology. Published by the British Psychological Society