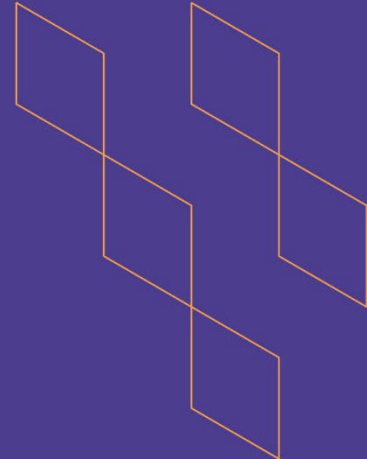




T-104  
2022

## Course Specification



Course Title:	<b>Organizational Behavior</b>
Course Code:	<b>MGT 222</b>
Program:	<b>Bachelor of Science in Business Administration / Management</b>
Department:	<b>Management</b>
College:	<b>Business Administration &amp; Tourism</b>
Institution:	<b>The University of Prince Mugrin (UPM)</b>
Version:	<b>2</b>
Last Revision Date:	<b>9 August 2023</b>



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## A. General information about the course:

Course Identification	
1. Credit hours:	3 credit hours
2. Course type	
a.	University <input type="checkbox"/> College <input checked="" type="checkbox"/> Department <input type="checkbox"/> Track <input type="checkbox"/> Others <input type="checkbox"/>
b.	Required <input checked="" type="checkbox"/> Elective <input type="checkbox"/>
3. Level/year at which this course is offered: Level 4/ Year 2	
4. Course General Description	
This course is intended to provide students with a basic understanding of the history and evolution of the theories and principles of Organizational Behavior (OB). The course will discuss not only macro-level concerns related to the world and context in which organizations function but also the micro-level influences, motives, and working styles of people as individuals and groups.	
5. Pre-requirements for this course (if any): MGT 101: Introduction to Management	
6. Co- requirements for this course (if any):	
7. Course Main Objective(s)	
At the end of this course, students will be able to:	
<ol style="list-style-type: none"> <li>1. Understand individual behavior in organizations, including diversity, attitudes, job satisfaction, emotions, moods, personality, values, perception, decision-making, and motivational theories.</li> <li>2. Evaluate group behavior in organizations, including communication, leadership, power and politics, conflict, and negotiations.</li> <li>3. Differentiate between various organizational systems, including organizational structures, culture, human resources, and change</li> </ol>	





## 1. Teaching mode (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1.	Traditional classroom	45	100%
2.	E-learning		
3.	Hybrid <ul style="list-style-type: none"> <li>Traditional classroom</li> <li>E-learning</li> </ul>		
4.	Distance learning		

## 2. Contact Hours (based on the academic semester)

No	Activity	Contact Hours
1.	Lectures	30
2.	Laboratory/Studio	0
3.	Field	0
4.	Tutorial	15
5.	Others (specify)	
	<b>Total</b>	<b>45</b>

## B. Course Learning Outcomes (CLOs), Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
1.0	Knowledge and understanding			
1.1	Explain the organizational behavioral concepts and challenges	K2	<ul style="list-style-type: none"> <li>Concept map</li> <li>Demonstrations</li> <li>Diagrams</li> <li>Flowcharts</li> <li>Group discussions</li> <li>Summarize</li> </ul>	<ul style="list-style-type: none"> <li>Concept map</li> <li>Create a summary.</li> <li>Essay</li> <li>Infographics</li> <li>Presentation</li> <li>Provide examples.</li> <li>Quizzes</li> <li>Short answers</li> </ul>
1.2	Describe the impact of perception, personality, and emotions on employees and organization	K3	<ul style="list-style-type: none"> <li>Concept map</li> <li>Demonstrations</li> <li>Diagrams</li> <li>Flowcharts</li> <li>Group discussions</li> <li>Summarize</li> </ul>	<ul style="list-style-type: none"> <li>Concept map</li> <li>Create a summary.</li> <li>Essay</li> <li>Infographics</li> <li>Presentation</li> <li>Provide examples.</li> <li>Quizzes</li> </ul>



Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
				<ul style="list-style-type: none"> <li>• Short answers</li> </ul>
1.3	Identify the impact of organizational structure on organizational behavior	K3	<ul style="list-style-type: none"> <li>• Highlight keywords.</li> <li>• List</li> <li>• Memory activities</li> <li>• Reading materials</li> <li>• Watching presentations and videos</li> </ul>	<ul style="list-style-type: none"> <li>• Fill in the blanks.</li> <li>• Label</li> <li>• Multiple choice</li> <li>• Quizzes</li> <li>• True and false questions</li> <li>• Short answers</li> </ul>
2.0	Skills			
2.1	Analyze theories of various aspects of group behavior	S1	<ul style="list-style-type: none"> <li>• Case studies</li> <li>• Compare and contrast (with charts, tables, and Venn diagrams)</li> <li>• Concept map</li> <li>• Debates</li> <li>• Discussions</li> <li>• Flowchart</li> <li>• Graph</li> <li>• Group investigation</li> <li>• Mind map</li> <li>• Questionnaire</li> <li>• Report/Surve</li> </ul>	<ul style="list-style-type: none"> <li>• Analysis paper</li> <li>• Case study</li> <li>• Evaluation criteria</li> <li>• Critique hypothesis, procedures, etc.</li> <li>• Research paper</li> <li>• Review paper</li> </ul>
2.2	Apply relevant contemporary theories, concepts, and models to analyze and solve organizational issues	S2	<ul style="list-style-type: none"> <li>• Case studies</li> <li>• Concept map</li> <li>• Creating examples</li> <li>• Demonstrations</li> <li>• Group work</li> <li>• Map</li> <li>• Problem-solving tasks</li> <li>• Short answers</li> <li>• Roleplay</li> </ul>	<ul style="list-style-type: none"> <li>• Discussion board post</li> <li>• E-portfolio</li> <li>• Presentation</li> <li>• Problem-solving tasks.</li> <li>• Short answers</li> </ul>
3.0	Values, autonomy, and responsibility			
3.1	Take responsibility to find information related to various consumer behavior techniques	V1	<ul style="list-style-type: none"> <li>• Debates</li> <li>• Opinionated writing piece</li> <li>• Reflection exercises (reflection paper)</li> <li>• Self-report</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance</li> <li>• Neatness and carefulness (with minimal errors) of submitted work</li> <li>• Meet deadlines</li> <li>• Proposals of new plans</li> </ul>



Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
				<ul style="list-style-type: none"> <li>• Questionnaire</li> <li>• Rating scale</li> <li>• Reflection piece</li> <li>• Report on extracurricular activities</li> </ul> Ungraded paper

### C. Course Content

No	List of Topics	Contact Hours
1.	Introduction to Organizational behavior	3
2.	Job Attitudes and Satisfaction	6
3.	Emotions and Moods	3
4.	Perception and Individual Decision Making	6
5.	Motivation Concepts	3
6.	Foundations of Group Behavior	3
7.	Understanding Work Teams	3
8.	Communication	3
9.	Power and Politics	3
10.	Foundations of Organization Structure	6
11.	Organizational Culture	3
12.	Organizational Change	3
<b>Total</b>		<b>45</b>

### D. Students Assessment Activities

No	Assessment Activities *	Assessment timing (in week no)	Percentage of Total Assessment Score
1.	Quizzes	Week 4,9,11	10%
2.	Assignments	Week 6,11	10%
3.	Midterm Exam	Week 8	20%
4.	Case study	Week 13	20%
5.	Final Exam	Week 16	40%
<b>Total</b>			<b>100%</b>

\*Assessment Activities (i.e., Written test, oral test, oral presentation, group project, essay, etc.)





## E. Learning Resources and Facilities

### 1. References and Learning Resources

Essential References	Organizational Behavior, Global Edition, 18th Edition Stephen P. Robbins, San Diego State University, Timothy A. Judge, University of Florida, 2019
Supportive References	Robbins, S.P., Judge, T.A., Edwards, M., Sandiford, P., Fitzgerald, M., & Hunt, J. (2019) Organisational Behaviour, 9th Edition, Melbourne: Pearson  Langton, Robbins and Judge, Fundamentals of Organizational Behaviour, 4th Canadian Edition, Pearson. Bounce Back, Nelson Press
Electronic Materials	Digital Library Databases (SDL): Suitable Articles from
Other Learning Materials	

### 2. Required Facilities and equipment

Items	Resources
facilities (Classrooms, laboratories, exhibition rooms, simulation rooms, etc.)	Regular classrooms with whiteboard and projector. Lecture rooms with sufficient Audio-Visual facilities) Lecture Theater for Guest Lecture or Seminar)
Technology equipment (projector, smart board, software)	AV, Smart Board, Internet Connection, Learning Management System
Other equipment (depending on the nature of the specialty)	Sufficient qualified experts in finance Library/resource center (including on-line resources)

## F. Assessment of Course Quality

Assessment Areas/Issues	Assessor	Assessment Methods
Effectiveness of teaching	<ul style="list-style-type: none"> <li>Students</li> <li>Faculty</li> <li>Peers</li> </ul>	<b>Indirect:</b> <ul style="list-style-type: none"> <li>course evaluation survey, Faculty reflection in course reports.</li> </ul> <b>Direct:</b> class observations.
Effectiveness of students' assessment	<ul style="list-style-type: none"> <li>students</li> <li>Faculty,</li> <li>Peers,</li> </ul>	<b>Indirect:</b> <ul style="list-style-type: none"> <li>Course evaluation survey</li> </ul> <b>Direct:</b> peer reviews
Quality of learning resources	<ul style="list-style-type: none"> <li>Students</li> <li>Faculty</li> </ul>	<b>Indirect:</b> <ul style="list-style-type: none"> <li>Course evaluation survey.</li> </ul>



Assessment Areas/Issues	Assessor	Assessment Methods
	<ul style="list-style-type: none"> <li>Admin</li> </ul>	<b>Direct:</b> <ul style="list-style-type: none"> <li>inventory checks with the library.</li> </ul>
The extent to which CLOs have been achieved	<ul style="list-style-type: none"> <li>Students</li> <li>Faculty</li> </ul>	<b>Indirect:</b> <ul style="list-style-type: none"> <li>Course evaluation survey.</li> </ul> <b>Direct:</b> <ul style="list-style-type: none"> <li>Collecting data from different assessment activities.</li> </ul>
Other		

**Assessor** (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify))

**Assessment Methods** (Direct, Indirect)

## G. Specification Approval Data

COUNCIL /COMMITTEE	MANAGEMENT & MARKETING DEPARTMENT COUNCIL
REFERENCE NO.	MGT & MKT 1. 23-24
DATE	21 AUG 2023





Code	Course Learning Outcomes	Code of CLOs aligned with program	Code of CLOs aligned with ACCT program	Code of CLOs aligned with FIN program
1.0	Knowledge and understanding			
1.1	Explain the organizational behavioral concepts and challenge	K2	ACCT PLO K2	FIN PLO K2
1.2	Describe the impact of perception, personality, and emotions on employees and organization	K3	ACCT PLO K2	FIN PLO K2
1.3	Identify the impact of organizational structure on organizational behavior	K3	ACCT PLO K2	FIN PLO K2
2.0	Skills			
2.1	Analyze theories of various aspects of group behavior	S1	ACCT PLO S2	FIN PLO S2
2.2	Apply relevant contemporary theories, concepts, and models to analyze and solve organizational issues	S2	ACCT PLO S2	FIN PLO S2
3.0	Values, Autonomy, and Responsibility			
3.1	Take responsibility to find information related to various consumer behavior techniques	V1	ACCT PLO V3	FIN PLO V3