INSTITUTE OF BUSINESS ADMINISTRATION

COURSE OUTLINE

MGT 212: Organizational Behavior

SPRING 2012

Instructor: Sajjad Mahesri
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E-mail: s_mahesri@yahoo.com

Class Timings: Wednesday and Saturday 8:30 – 9:45 am
or
Wednesday and Saturday 10:00 – 11:15am

Text Book:

Recommended Books:
- Luthans, F.; Organizational Behavior, 2008 Edition

Course Objective:
The objective of the course is to inculcate a positive and ethical approach in managing productive relationship with peers, superiors and subordinates by examining teams, individuals and networks in a business environment. This course aims to provide the theories, tools and frameworks for diagnosing and solving organizational problems.

Grading Plan:
- Quizzes 10%
- Live Case Study 10%
- Assignments/ Presentations /Literature Review for the Case 15%
- Class Participation 10%
- Midterm Exams 30%
- Final Exam 25%

Course Requirements:
- The students are expected to read the assigned chapters in advance. The entire chapter has to be studied for the exam/quizzes. The teaching methodology would be a combination of interactive discussions, case studies and lectures.
- It is mandatory for students to bring the text book to class.
- Although Principles of Management (MGT 201) is a prerequisite, the students will be expected to know the basic management concepts studied in that course.
- The students will regularly need to visit the website of the text book (http://highered.mcgraw-hill.com/sites/0073381233/student_view0/index.html)
- Students will arrange a guess speaker session during the semester.

Students Obligations:
- Be fully prepared for each class i.e. advance-reading of the particular chapter.
- Attend class regularly throughout the term
- Participate frequently in class discussions
- Listen attentively to other students’ comments and questions
- Arrive promptly before each class session begins. Late arrivals distract other students and are liable for Absent Mark in the attendance register
- Submit the assignments on due dates
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- All students are expected to show highest code of conduct, integrity and honesty
- Cell phones are to be turned off during class time and laptops are not to be used in class
- Students should abide by all IBA rules and regulations, not otherwise explicitly stated.

Instructor’s Obligations:
- Clearly communicate expectations about students’ performance
- Be prepared for class
- Be accessible to students
- Orchestrate class discussions in a way that maximize learning by all
- Finish class on time
- Provide prompt feedback to the class as a whole, and to individual students, whenever necessary

Course Contents

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<th>Week</th>
<th>Activity Detail</th>
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| 1    | Introduction to the Course  
Chapter 1: Introduction to the Field of Organizational Behavior  
Reading Assignment: Chapter 1 & 2 |
| 2    | Chapter 2: Individual Behavior, Personality, and Values  
Presentation:  
Group 1 – Values in Workplace and Across Cultures  
Live Case – Formation of Groups  
Reading Assignment: Chapter 3 |
| 3    | Chapter 3: Perception and Learning in Organizations  
Presentation:  
Group 2 – Learning in Organization  
Live Case – Selection of Organization  
Reading Assignment: Chapter 4 |
| 4    | Chapter 4: Workplace Emotions, Attitudes, and Stress  
Presentation:  
Group 3 – Emotions at Workplace  
Group 4 – Work Related Stress  
Reading Assignment: Chapter 5 (for class after midterm) |
| 5    | 1st Midterm |
| 6    | Chapter 5: Foundations of Employee Motivation  
Presentation: |
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| 7    | Group 5 – Employee Recognition | Live Case – Organization visit and Proposal with Confirmation of Area of Interest Due  
Reading Assignment: Chapter 6 |
| 7    | Chapter 6: Applied Performance Practices | Presentation:  
Group 6 – Rewards  
Group 7 – Empowerment  
Reading Assignment: Chapter 7 |
| 8    | Chapter 7: Decision Making and Creativity | Presentation:  
Group 8 – Decision Making and Implementation  
Live Case – Article Search for Live Case. Summary of Article Due  
Reading Assignment: Chapter 8 |
| 9    | Chapter 8: Team Dynamics | Skit:  
Team 1 – Grapevine  
Team 2 – Politics in Organization  
Reading Assignment: Chapter 10 |
| 10   | Chapter 10: Power and Influence in the Workplace | Presentation:  
Group 9 – Power and Influence  
Live Case – Progress Report Due  
Reading Assignment: Chapter 11 (for class after 2nd Midterm) |
| 11   | 2nd Midterm |  |
| 12   | Chapter 11: Conflict and Negotiation in the Workplace | Presentation:  
Group 10 – Conflicts and their Resolution  
Reading Assignment: Chapter 12 |
| 13   | Chapter 12: Leadership | Presentation:  
Group 11 – Charisma of a Leader  
Reading Assignment: Chapter 14 |
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| **14** | Chapter 14: Organizational Culture  
 Reading Assignment: Chapter 15  
 Live Case – Report Due |
| **15** | Chapter 14: Organizational Change  
 Presentation:  
 Group 12 – Change Resistance |
| **16** | *Final Examination* |