

Teaching Statement

MOHAMMAD HARIS MINAI

The objective of a class in organizational behavior should be to arm students with the proper frameworks with which they can make sense of the organizational environment they would face. They should be able to appreciate and understand the diverse ways in which entities interact in an organization and how better understanding of these interactions can enrich their stay with an organization.

The teaching of organizational behavior is particularly challenging in business schools. This is because students often have previous work experiences and have interacted with other organizational members, forming notions as to how things work in an organization. Most students have however experienced just a portion of the interactions that make the study of organizational behavior interesting and if they remain stuck to that it becomes difficult for them to have takeaways from the class.

My first attempt in a new class would be to try and bring out the possibly differing opinions that members within the class have about the behavior of organizational members. This would set the stage for understanding that social interactions in the context of organizations can be understood and interpreted in multifarious ways. Subsequently I plan to use pedagogical techniques such as case studies to allow students to exercise their current knowledge and how situations at work can be dealt with. This should then be followed with a short lecture that discusses the relevant research. The implications of the research should also be highlighted within the context of either the case or the personal experiences of the students themselves. This allows students to experience the learning in a way that is not possible with a simple lecturing method. Finally the students should be given another attempt at possibly modifying their approaches to the case presented earlier, incorporating the learning from the lecture.

In this way organizational behavior, both micro and macro can be made much more tangible for the students. By doing this the hope is that students can takeaway a few concrete lessons which they can begin to apply to their organizational life in the campus right away.