National University of Sciences & Technology (NUST)
School of Electrical Engineering and Computer Science (SEECS)
Department of Humanities

Organizational Behavior			
Course Code:	HRM241	**Semester:**	8th
Credit Hours:	3 + 0	**Prerequisite Codes:**	Nil
Instructor:	Ms. Nayab Chaudhary	**Class:**	BESE
Lecture Days:	Wednesday: 12:00-12:50 Thursday: 9:00-10:50	**E-mail:**	nayabchaudharym@gmail.com
Class Room: 11			
Knowledge Group:	Humanities & Sciences	**Updates on LMS:**	After every lecture

Course Description:

The field of organizational behavior (OB) is about understanding how people and groups in organizations behave, react, and interpret events. It also describes the role of organizational systems, structures, and processes in shaping behavior, and explains how organizations really work. Drawing from fields including management, anthropology, sociology, information technology, ethics, economics, and psychology, OB provides a foundation for the effective management of people in organizations. Because it explains how organizations work from individual motivation to team dynamics to organizational structure, knowing about OB is essential to being effective at all organizational levels.

Because an organization's *people* are responsible for gaining and keeping a competitive advantage, understanding how to mobilize and motivate employees is critical to organizational performance. Businesses excel when employees understand how their behaviors influence an organization's performance and enable strategy execution, and when they are led effectively and are motivated to do their best. Competitors can often copy a firm's technologies, products, processes, and structures, but it is difficult to duplicate a core of talented, knowledgeable, motivated employees who work together to achieve the firm's goals and who care about their firm's success. Understanding and practicing OB concepts is critical to understanding organizations and gives individuals, managers, and organizations the skills and tools they need to be effective.

Course Objectives:

- Understand how organizations work and why people behave as they do in work settings.
- Better understand your own OB related traits and perspectives.
- Improve your ability to analyze and understand organizational situations in terms of OB theories and concepts.
- Improve your skills in reacting appropriately to organizational situations using OB concepts.
- Improve your ability to create and maintain healthy and productive work environments.

Course Learning Outcomes (CLOs):		
At the end of the course the students will be able to:	**PLO**	**BT Level***
1. Identify key theoretical aspects and practical applications of organizational behavior.	12	C-1
2. Apply relevant contemporary theories, concepts and models in order to analyze organizational environments, cases and issues.	7	C-4
3. Identify application of moral standards to create sense of responsibility within the organization and daily life issues.	8	C-3
3. Understand and develop your own traits and OB competencies in the workplace for professional success and as a potential organizational leader.	9	C-5

* BT= Bloom's Taxonomy, C=Cognitive domain, P=Psychomotor domain, A= Affective domain		

Mapping of CLOs to Program Learning Outcomes

PLOs/CLOs	CLO1	CLO2	CLO3	CLO4
PLO 1 (Engineering Knowledge)				
PLO 2 (Problem Analysis)				
PLO 3 (Design/Development of Solutions)				
PLO 4 (Investigation)				
PLO 5 (Modern tool usage)				
PLO 6 (The Engineer and Society)				
PLO 7 (Environment and Sustainability)		√		
PLO 8 (Ethics)			√	
PLO 9 (Individual and Team Work)				√
PLO 10 (Communication)				
PLO 11 (Project Management)				
PLO 12 (Lifelong Learning)	√			

Mapping of CLOs to Assessment Modules and Weightages (In accordance with NUST statutes)

To be filled in at the end of the course.

Assessments/CLOs	
Quizzes: 10%	
Assignments: 10%	
OHT-1: 15%	
OHT-2: 15%	
End Semester Exam: 50%	
Total : 100 %	

Reference Book(s):

There are a number of relevant textbooks that candidates may refer to in addition to the basic required readings. While the list below is by no means comprehensive, some general OB texts are listed below:
Bratton, J., Sawchuk, P., Forshaw, C., Callinan, & Corbett (2010) Work And Organizational Behavior, 2nd Ed., Palgrave.
Hatch, MJ. & Cunliffe, AL. (2013) Organization Theory, 3rd Ed, Oxford Uni Press. Huczynski, A. and Buchanan, DA. (2013) Organizational Behavior, 8th Ed., Pearson. Mcshane, SL., Olekalns, M. & Travaglione, T. (2010) Organizational Behavior on the Pacific Rim, 3rd ed., McGraw-Hill. Robbins, SP., & Judge, TA (2013) Organizational Behavior 15th Ed., Pearson, Starkey, K., Tempest, S. & Mckinlay, A. (Eds) How Organizations Learn: Managing The Search For Knowledge. Thompson Learning Wilson, FM. (2010) Organizational Behavior And Work, 3rd Ed, Oxford Uni Press
Students are required to read beyond such textbooks to enhance their learning of organizational behavior. Some additional specific readings will be recommended through the course (e.g., tutorial preparation will normally include guided reading). Students are also encouraged to follow up lecture material through references cited in class and textbook bibliographies. Topics of particular interest can be explored further by searching the electronic and printed resources provided by the library. Some relevant academic journals are listed below.
Academy of Management Journal, Academy of Management Perspectives, Administrative Science Quarterly, Human Relations, Journal of Applied Psychology, Journal of Organizational Behavior, Journal of

Main Topics to be Covered:

1. Introduction to Organizational Behavior
2. Individuals in Organization
3. Groups in organization
4. Organization System
5. Organizational Dynamics

Week No	Topics
Week 1	Introduction to Organizational Behavior and Diversity in Organizations
Week 2	Attitudes and Job Satisfaction
Week 3	Emotions and Moods
Week 4	Personality and Values
Week 5	Perception and Individual Decision making
Week 6	Motivation (Concepts and Application)
Week 7	**OHT-1**
Week 8	Foundations of Group Behavior and understanding Work Teams
Week 9	Leadership
Week 10	Power and Politics
Week 11	Conflict and Negotiation
Week 12	Organizational Structure and Design
Week 13	**OHT-2**
Week 14	Organizational Culture
Week 15	Organizational Change and Stress Management
Week 16	Human Resource Policies and Practices
Week 17	Communication
Week 18	**End Semester Exam**

Grading Policy:	
Quiz Policy:	The quizzes will be unannounced and normally last for twenty minutes. The question framed is to test the concepts involved in last few lectures. Number of quizzes that will be used for evaluation is at the instructor's discretion.
Assignment Policy:	In order to develop comprehensive understanding of the subject, assignments will be given. Late assignments will not be accepted / graded. All assignments will count towards the total (No 'best-of' policy). The students are advised to do the assignment themselves. Copying of assignments is highly discouraged and violations will be dealt with severely by referring any occurrences to the disciplinary committee. The questions in the assignment are meant to be challenging to give students confidence and extensive knowledge about the subject matter and enable them to prepare for the exams.
Plagiarism:	SEECS maintains a zero tolerance policy towards plagiarism. While collaboration in this course is highly encouraged, you must ensure that you do not claim other people's work/ ideas as your own. Plagiarism occurs when the words, ideas, assertions, theories, figures, images, programming codes of others are presented as your own work. You must cite and acknowledge

all sources of information in your assignments. Failing to comply with the SEECS plagiarism policy will lead to strict penalties including zero marks in assignments and referral to the academic coordination office for disciplinary action.

PLO Description

(i) **Engineering Knowledge:** An ability to apply knowledge of mathematics, science, engineering fundamentals and an engineering specialization to the solution of complex engineering problems.

(ii) **Problem Analysis:** An ability to identify, formulate, research literature, and analyse complex engineering problems reaching substantiated conclusions using first principles of mathematics, natural sciences and engineering sciences.

(iii) **Design/Development of Solutions:** An ability to design solutions for complex engineering problems and design systems, components or processes that meet specified needs with appropriate consideration for public health and safety, cultural, societal, and environmental considerations.

(iv) **Investigation:** An ability to investigate complex engineering problems in a methodical way including literature survey, design and conduct of experiments, analysis and interpretation of experimental data, and synthesis of information to derive valid conclusions.

(v) **Modern Tool Usage:** An ability to create, select and apply appropriate techniques, resources, and modern engineering and IT tools, including prediction and modelling, to complex engineering activities, with an understanding of the limitations.

(vi) **The Engineer and Society:** An ability to apply reasoning informed by contextual knowledge to assess societal, health, safety, legal and cultural issues and the consequent responsibilities relevant to professional engineering practice and solution to complex engineering problems.

(vii) **Environment and Sustainability:** An ability to understand the impact of professional engineering solutions in societal and environmental contexts and demonstrate knowledge of and need for sustainable development.

(viii) **Ethics:** Apply ethical principles and commit to professional ethics and responsibilities and norms of engineering practice.

(ix) **Individual and Team Work:** An ability to work effectively, as an individual or in a team, on multifaceted and /or multidisciplinary settings.

(x) **Communication:** An ability to communicate effectively, orally as well as in writing, on complex engineering activities with the engineering community and with society at large, such as being able to comprehend and write effective reports and design documentation, make effective presentations, and give and receive clear instructions.

(xi) **Project Management:** An ability to demonstrate management skills and apply engineering principles to one's own work, as a member and/or leader in a team, to manage projects in a multidisciplinary environment.

(xii) **Lifelong Learning:** An ability to recognize importance of, and pursue lifelong learning in the broader context of innovation and technological developments.