



COURSE INFORMATION	
Course Title: MGT230 Organisational Behaviour	Semester: July Session, 2020
Class hour: Monday through Friday, 180 minutes each day, for three weeks. At the end of each week, there will be a one-hour discussion session. The course instructor is available by appointment. Field Trip: According to the professors' teaching plan.	CREDITS(s): 3
Instructor:	Contact Info:
Office Hours:	E-mail:
OVERVIEW	
<p>Course description</p> <p>Organisation Behaviour is the study of human behaviour at an individual, team and organization level. A manager has to understand human behaviour to improve organisational efficiency and influences individual decisions. This course is designed to provide students with a fundamental understanding of the theories, concepts and applications of Organisational Behaviour. The course should facilitate students to learn contemporary approach to conflict resolution, decision making, motivation, leadership, teamwork, negotiation, power and politics within an organisation.</p>	
LEARNING OUTCOME	
<p>Upon successful completion of the requirements for this course, students will be able to:</p> <ul style="list-style-type: none"> • Understand and explain the complexity of human behaviour at individual, team and overall organisation level • Understand the theories, concepts and frameworks relevant to organisational behaviour • Able to apply theories, concepts and models to influence human decisions in a real-life situation • Understand the power structure and dynamics of an organisation • Effectively write reports and communicate issues related to organisational behaviour. 	
LEARNING RESOURCES	

Disclaimer: Course schedule is subject to change and you will be responsible for abiding by any such changes.



Prescribed textbook

Organisational Behaviour: A Psychological Perspective for the Asia-Pacific (2nd Edition),
Kalliath, T., Brough, P., O’Driscoll, M. P., Manimala, M., Siu, O. L., & Parker, S. (2013).,
Publisher: McGraw-Hill, Australia

Other Resources

- Academy of Management Journal
- Journal of Management
- Research in Organizational Behaviour

WEEKLY SCHEDULE

Week	Day	Topic	Reading
1	1	Introduction to MGT230 and Introduction to organisational behaviour	Chapter 1
	2	Research methods in organisational behaviour	Chapter 2
	3	Personnel selection	Chapter 4
	4	Individual differences: self-concept, personality and emotions	Chapter 5
	5	Work motivation	Chapter 6
2	1	Work attitudes and values	Chapter 7
	2	Occupational stress and work-family balance Review an academic article (Group)	Chapter 8
	3	High-performance teams Leadership	Chapter 9 Chapter 11
	4	Training, performance appraisal and career development	Chapter 10
	5	Organisational structure and design	Chapter 12
3	1	Organisational culture and climate	Chapter 13
	2	Organisational development and change Case Study Analysis & Presentation (Group)	Chapter 14
	3	Organisational communication and conflict	Chapter 15
	4	Review	
	5	Final Exam	

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ASSESSMENT	
Assessment Task	Score Percentage
Attendance and Participation	10%
Review an academic article (Group)	25%
Case Study Analysis & Presentation (Group)	25%
Final exam	40%
Total	100%

DETAILS ON GRADE COMPONENTS

Note on Assessment:

Attendance and Participation: Students are required to attend all classes and participate actively. Students should treat their classroom obligations as they would treat any serious professional engagement. Your participation grade will be based on the instructor's assessment of how well you contribute to classroom dynamics relative to your class peers.

NB: In case of an absence, the student is responsible for the materials and assignments for that class; it is the student's responsibility to inform the instructor regarding absences and assignments that are missed. **Unexcused absence from three or more scheduled class sessions will be grounds for failure in this course.** If you do have to miss class due to a personal emergency, please let the instructor know as soon as possible. Such emergencies will be dealt with on a case-by-case basis.

Participation grades will be based on **quality** (an in-class performance that reflects intellectual depth, insightfulness, and contribution to class learning) and **quantity** (consistency and regularity of performance).

Accordingly, **you are expected to read the related chapters before participating in the class.** Be prepared to be called upon to "open" a class discussion by presenting your full analysis and thoughts on the assigned topic at the start of class, or to be asked through a "cold call" for comment during the discussion.

The grading of class participation is necessarily a subjective exercise. However, high-quality comments have one or more of the following characteristics: **(1) insightfulness, (2) appropriate application of course concepts, and (3) advancement of the in-class**

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discussion at hand.

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Some specific criteria for evaluating discussion contributions are:

- Does the student demonstrate an eagerness to participate?
- Is the student a good listener? Does he/she build on others' comments?
- Is the student willing to interact with other class members?
- Are the points made relevant to the discussion? Are they linked to others' comments?
- Do comments demonstrate evidence of in-depth analysis of the case?
- Do comments add to our understanding of the situation?
- Do comments make a substantive contribution to the advancement of our analysis?
- Is there a willingness to test new ideas, or are the comments "safe?"
- Do comments show an understanding of concepts or analytical techniques properly applied to the current situation?
- Is the student presenting insightful quantitative analysis (when required)?
- Is the student demonstrating ethical considerations and insights?

Review an academic article (Group)

Report format: 1000 to 1200 words, **Font:** Times New Roman, **Font size:** 12, **Spacing:** 1.5, **References:** Harvard Style

Please select an article from the following topics:

1. **Personal experience of work-family conflict** and how it affects an individual's attitudes, affect, health, and behaviour? Review evidence in the literature. Based on your analysis, present and defend your own views on this topic.

Article from Oxford Research: Work-Family Conflict and Work-Life Conflict

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Ellen Ernst Kossek and Kyung-Hee Lee

<https://oxfordre.com/business/view/10.1093/acrefore/9780190224851.001.0001/acrefore-9780190224851-e-52>

2. How does **abusive supervision** affect subordinates' innovative behaviour? Review evidence in the literature. Based on your analysis, present and defend your own views on this topic

Article: The Double-Edged Sword Effect of Abusive Supervision on Subordinates' Innovative Behavior

<https://www.frontiersin.org/articles/10.3389/fpsyg.2019.00066/full>

3. Does **emotional intelligence predict workplace performance**? Review evidence in the literature. Based on your analysis, present and defend your own views on this topic

Article: A Study on Emotional Intelligence At Work Place

<https://researchonline.jcu.edu.au/40340/1/40340%20Kannaiah%20and%20Shanthi%202015.pdf>

4. Does **emotional intelligence predict workplace performance**? Review evidence in the literature. Based on your analysis, present and defend your own views on this topic

Article: Emotional Intelligence and Job Performance: A Study Among Malaysian Teachers

<https://reader.elsevier.com/reader/sd/pii/S2212567116000836?token=46BE90923BF6FE95D208B3DAA90C3277DC9592E587E163391C575B643B146E1E7840213A11A9CA49CDCB1CA21BB232A8>

Content of the report

1. Executive Summary
2. Introduction
3. Body (If possible, use Tables, Graphs, Pictures etc.)
4. Conclusion & Recommendation(s)
5. References

Case Study Analysis & Presentation (Group)

Report format: No word limit, **Font:** Times New Roman, **Font size:** 12, **Spacing:** 1.5, **Reference:** Harvard style

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Presentation: 15 minutes/ Group

Group Project (4 students/Group)

Choose a case from the textbook or from the following link. And answer the questions.

<http://college.cengage.com/business/moorhead/organizational/6e/students/cases/index.html>

Please talk to course instructor before you finalise a case.

Final Exam

The exam will consist of 5 questions. All questions worth 10 marks each, totalling 50 marks. Exam format depends on the course instructor and is subject to change. Further instructions will be provided by the course instructor.

Course Grading:

Upon completion of this course, you receive a final grade. A final grade is a letter grade that carries with it a numerical value, as outlined below.

Grade	Mark
A	80-100
B	70-79
C	60-69
D	50-59
E	0-49

CLASSROOM ETHICS & COURSE POLICIES

Being respectful of others' opinions, values and culture

Cell phones are only permitted when the usage is related to the course. Absolutely **NO TEXTING** during class will be tolerated. If you have an emergency situation and you must be able to be reached, set the phone to vibrate and leave the room immediately when it goes off.

Any student with a documented disability needing academic adjustments or accommodations should notify the instructor or the program administrator before the start of the program, so such an arrangement will be made accordingly.

Any student who anticipates a schedule conflict because of religious reasons should make arrangements within two weeks of the start of class.

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Academic misconduct

Please follow the guideline of the university policy. Academic dishonesty or misconduct will not be tolerated and may result in disciplinary action including a grade F for the course. Work submitted must be the original work of the student. Original work may include the words and ideas of others, but the source of these words and ideas must be indicated in a manner consistent with an academically recognized form, style, and citation manual. Resubmission of work previously presented in another course is prohibited.