Semester: 5th
Course Name: Organizational Behavior Advance
Course Code: MGT500
Credit Hours: 3
Course Week: 16-18 Weeks
Total Hours: 48-54

Course Objectives:

The course is designed with a view to acquaint the students with the impact of human behavior on labor efficiency & productivity. The course will also give a bird eye view on the tools and techniques of understanding human responses to different internal & external psychological and Physiological inputs. The course is divided in sixteen weeks with due provision for class test & presentations.

Week 1
What is organization behavior?
Challenges for OB
Workforce diversification and Globalization
Hawthorne study

Week 2
Developing an OB Model
An overview
Organization structure and culture

Week 3
Personality and Attitude
What is Personality? Personality determinants
What are the main components of Attitude?
Does behavior always follow from attitude?

Week 4
Job satisfaction

Measuring job satisfaction.
The impact of dissatisfied and satisfied employee on the work place

Week 5
Perception and Individual decision Making
What is perception?
Factors influencing perception
The link between perception and individual decision making

Week 6
Motivation
Meaning of motivation
Primary and secondary motives
Theories of motivation:
- Maslow hierarchy of needs
- Herzberg two factor theory

Week 7
Reward system
Establishing pay structure
Financial and non financial rewards

Week 8
Learning process
The theoretical process of learning
Principles of learning reinforcement and punishment
Law of behavior

Week 9
Basic approaches to leadership
What is leadership?
Trait theory
Behavioral theories

Week 10
Power and politics
The meaning of power
The basis of power
Definition of politics
Factors contributing to political behavior

Week 11
Conflict and negotiation
Definition of conflict
The conflict process (five stages)

Week 12
Negotiation
Bargaining strategy
The Negotiation process
Issues in negotiation

Week 13
Organization change and stress management
Forces for change
Managing plan change
Resistance to change

Week 14
Approaching to managing organizational change
Lewin’s three step model
Koter’s eight step plan for implementing change

Week 15
What is stress?
Understanding stress and its consequences
Potential sources of stress
Managing stress

Week 16
Case study, assignment and presentation

Suggested books

Recommended book
Stephen P. Robins, Timothy A. Judge
“Organizational Behavior” 12th Edition