

Organizational Behaviour

Course description

Introduction to organizational behaviour, developing understanding of employee personalities & attitudes, motivation & leadership, power, group dynamics & culture on employee attitudes & behaviour.

Course Introduction

This introductory course is designed to introduce you to some of the core theories and concepts in the study of Organizational Behaviour. The course will cover historical theories and concepts as well as those most recent developments applicable to contemporary organizations.

For many of you, this course may be different to any that you may have encountered to date, and you may need to accommodate some new ways of learning. The key is to develop a better understanding of human behaviour in organizational settings. To achieve this, it will be necessary for you to consciously experience some of the important concepts, rather than just sit back and try to absorb them passively. This will be accomplished through participation in workshops, activities and case studies in tutorials, and active involvement in lectures where possible. Participation in these aspects of the course is critical if you wish to benefit fully from this course. The assessment items in this course are designed to help you to develop a high level of communication and critical thinking skills, as well as experience working in a diverse team.

Any goal-directed organization expects professional behaviour from its managers and employees. This course is similar to a goal-directed organization, in the sense that students participate in a course that requires a great deal of logistical support and coordination. For the organization to succeed and achieve the desired outcomes, your cooperation is essential. As course coordinators and staff, we are attempting to run this course professionally and provide for your learning enjoyment. In response, we are expecting a professional approach from students in regard to lecture and tutorial participation.

Module Content

Indicative Content includes:

- An introduction to Human Resource Management (HRM) and Organizational Behaviour (OB)
- Strategic HRM
- Performance Management
- Strategic Recruitment and Selection
- Leadership
- Power, Politics and Decision Making
- Making the business case for diversity
- Organizational Culture and International HRM
- Pay, Performance and Reward
- Managing Innovation and Change
- HRM and Ethics