

<b>Course Title</b>	:	Organisational Behaviour
<b>Course Code</b>	:	BUS2202
<b>Recommended Study Year</b>	:	Year 2, Year 3 and Year 4
<b>No. of Credits/Term</b>	:	3
<b>Mode of Tuition</b>	:	Sectional Approach
<b>Class Contact Hours</b>	:	3-hour lecture per week
<b>Category</b>	:	Functional Core
<b>Discipline</b>	:	-
<b>Prerequisite(s)</b>	:	Nil
<b>Co-requisite(s)</b>	:	Nil
<b>Exclusion(s)</b>	:	Nil
<b>Exemption Requirement(s)</b>	:	Nil

### **Brief Course Description:**

Organisational Behaviour is the study of what people do in an organisation and how their behaviour affects the organisation's performance. This course helps students understand human behaviour and its impacts with an aim to provide them with the conceptual tools needed to work more effectively in the workplace. Topics to be explored include: work-related behaviour, values, personality, perceptions, job satisfaction, motivation, stress management, team dynamics, leadership, power and influence tactics, conflict management, and cross-cultural dimensions of organisational behaviour. Ethical issues such as discrimination and sexual harassment are discussed throughout the course.

### **Aims:**

This course helps students understand human behaviour and its impacts with an aim to provide them with the conceptual tools needed to work more effectively in the workplace.

### **Learning Outcomes:**

On completion of this course, students will be able to:

1. Explain and discuss the concepts and theories of individual and organisational behaviour and their impacts in the workplace.
2. Apply organisational behaviour knowledge to diagnose work-related issues and develop solutions.
3. Demonstrate critical thinking abilities in tackling behavior-related problems.
4. Develop effective teamwork skills in a business context.

### **Indicative Contents:**

#### Introduction to Organisational Behaviour

Contributing disciplines to the organisational behaviour field. Trends in studying organisational behaviour. Levels of analysis.

### Individual Behaviour and Processes

Individual behaviour, values and ethics, personality, perception and learning, emotions and attitudes, job satisfaction and commitment. Ethical values and Behaviour. Motivation theories and application. Work-related stress and stress management.

### Group Processes

Model of team effectiveness. Team processes. Effects of group cohesiveness on productivity. Conflict process and management. Power and organisational politics. Perspectives of leadership.

### Organisational Processes

Organisational culture and performance. Organisational change and ethical issues in organisational change.

### **Teaching Method:**

Theoretical inputs, research results, and applications will be introduced during class. Opportunities will be provided for group discussions on central ideas in literature and case presentations and analyses.

### **Measurement of Learning Outcomes:**

1. Class activities, such as group discussions and presentations on special topics assess students' critical thinking and teamwork skills. (LO3 and LO4)
2. Case analysis report assesses students' ability to analyse and solve behavior-related problems in the workplace. (LO1 and LO2)
3. Final examination and short essays assess students' ability to explain and apply concepts and theories of individual and organizational behavior in the workplace. (LO1 and LO2)

### **Assessment:**

#### **(1) Assessment for Face-to-face Teaching Mode**

50% for continuous assessment: 25% for team work, 15% for individual case and 10% for individual work (in-class participation)

50% for examination

#### **(2) Assessment for Online or Hybrid Teaching Mode**

50% for continuous assessment: 25% for team work,  
25% for individual work

50% for examination (Take Home Assessment)

### **Required/Essential Reading:**

McShane, Steven L., and Von Glinow, Mary Ann, *Organizational Behavior*, 9<sup>th</sup> Edition, McGraw-Hill, 2020. ISBN 978-1-260-57065-6 (or e-Book)

**Recommended/Supplementary Readings:**

Robbins, S., and Judge, Timothy A., *Organizational Behavior*, Pearson, 2015.

Luthans, F., *Organizational Behavior*, McGraw-Hill, 2014.

**Important Notes:**

- (1) Students are expected to spend a total of 9 hours (i.e. 3 hours of class contact and 6 hours of personal study) per week to achieve the course learning outcomes.
- (2) Students shall be aware of the University regulations about dishonest practice in course work, tests and examinations, and the possible consequences as stipulated in the Regulations Governing University Examinations. In particular, plagiarism, being a kind of dishonest practice, is “the presentation of another person’s work without proper acknowledgement of the source, including exact phrases, or summarised ideas, or even footnotes/citations, whether protected by copyright or not, as the student’s own work”. Students are required to strictly follow university regulations governing academic integrity and honesty.
- (3) Students are required to submit writing assignment(s) using Turnitin.
- (4) To enhance students’ understanding of plagiarism, a mini-course “Online Tutorial on Plagiarism Awareness” is available on <https://pla.ln.edu.hk/>.