

Subject Description Form

Subject Code	MM3141
Subject Title	Organisational Behaviour
Credit Value	3
Level	3
Normal Duration	1-semester
Pre-requisite/ Co-requisite/ Exclusion	Pre-requisite: Management and Organisation (MM2021) or equivalent
Objectives	<ul style="list-style-type: none"> • Increase your knowledge of OB concepts so that you can understand and analyze how organizations and the people within them work. • Provide you with opportunities to apply OB concepts to real-world problems faced by managers. • Develop your leadership and management potential. Leaders must successfully diagnose problems, communicate clearly, make effective decisions, motivate and influence others, and manage diversity.
Subject Learning Outcomes	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> a. Identify and respond appropriately to ethical issues as they arise in different business settings; b. Evaluate team dynamics to improve team-working skills; c. Assess how organizations are structured, and estimate the consequences of organizational design and culture; (BBA Outcome 14) d. Develop personal leadership and apply specific lessons that can help fulfill your leadership potential.
Subject Synopsis/ Indicative Syllabus	Decision Making Perception Personality Motivation Power Persuasion Ethics Culture Group and Teams
Teaching/Learning Methodology	<p>This course uses readings, lectures, exercises, cases, individual and team assignments, and class discussion. Class time will be divided between lectures, experiential exercises, and class discussions. Class exercises will involve various activities, such as face-to-face negotiation exercises, a group decision making task, and feedback from online exercises. The readings will introduce key concepts and ways of thinking about common situations in complex organizations. Case studies and class exercises will provide opportunities to apply theories, concepts, and research findings to particular situations and help you learn to identify and address organizational issues. The written assignments are designed to help you consolidate your insights and develop your analytical skills.</p>

Assessment Methods in Alignment with Intended Learning Outcomes	Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)			
			a	b	c	d
	Continuous Assessment*	100%				
	1. Class Participation & Engagement	20%	✓	✓	✓	✓
	2. Persuasive Paper	15%	✓		✓	✓
	3. Diagnosis Paper	15%	✓		✓	✓
	4. Group Project	15%	✓	✓	✓	✓
	4. Final Quiz	35%	✓		✓	✓
	Total	100 %				
<p><i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.</i></p> <p>To pass this subject, students are required to obtain Grade D or above in the overall subject grade.</p> <p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes: the various methods are designed to ensure that all students taking this subject –</p> <ul style="list-style-type: none"> ▪ Engage actively in all class exercises and discussion; ▪ Appreciate the different approaches that may be adopted in solving management problems; ▪ Participate in presenting the group’s views on an OB case; ▪ Develop a personal leadership charter for the future; ▪ Persuasive Paper is to analyze and apply OB concepts to a real world case; ▪ Diagnosis Paper is to reflect on an organizational problem that student experienced and give students some practice in looking at their lives through an organizational behavior lens; ▪ Final Quiz will be closed book and consist of multiple choice, short answer, and short essay questions. It will cover material presented in class and the readings. 						
Student Study Effort Expected	Class contact:					
	▪ Lectures		39 Hrs.			
	Other student study effort:					
	▪ Preparation for Individual Essays		20 Hrs.			
	▪ Preparation for Group Project		32 Hrs.			
	▪ Preparation for Final Quiz		20 Hrs.			
	Total student study effort		111 Hrs.			
Reading List and References	The reading list will include up-to-date research papers and articles from the field of Organizational Behavior.					

December 2024