



QURTUBA UNIVERSITY

Of Science and Information Technology

D.I Khan, Peshawar Khyber Pakhtunkhwa, Pakistan.

Course Name	Organizational Behavior
Course Code	MGT303
Semester	5th
Credit Hours	03
Total Weeks	16/18
Total Hours	48/54
Total Marks	100
Pre-requisite	None

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

Grading Criteria

Distribution	Weight
Quizzes, Assignments, and class participation	10
Mid Term	20
Final Term	70
Total	100

Recommended Book:

1. Fred Luthans, Organization behavior, 8th edition. McGraw Hill publication
2. Rebert Keithner and Amgelo Kinicki, Organization behavior, 4th edition, McGraw Hill Publication

WEEK WISE BREAKDOWN

Week	Description
1	What is organization behavior? Challenges for OB Workforce diversification and Globalization Hawthorne study
2	Developing an OB Model An overview Organization structure and culture
3	Personality and Attitude What is Personality? Personality determinants What are the main components of Attitude? Does behavior always follow from attitude?
4	Job satisfaction Measuring job satisfaction. The impact of dissatisfied and satisfied employee on the work place
5	Perception and Individual decision Making What is perception? Factors influencing perception The link between perception and individual decision making
6	Motivation Meaning of motivation Primary and secondary motives Theories of motivation: Maslow hierarchy of needs Herzberg two factor theory
7	Reward system Establishing pay structure Financial and non financial rewards
8	Learning process The theoretical process of learning Principles of learning reinforcement and punishment Law of behavior
Two Assignments + Two Test Mid Term Exam	
9	Basic approaches to leadership What is leadership? Trait theory Behavioral theories

10	Power and politics The meaning of power The basis of power Definition of politics Factors contributing to political behavior
11	Conflict and negotiation Definition of conflict The conflict process (five stages)
12	Negotiation Bargaining strategy The Negotiation process Issues in negotiation
13	Organization change and stress management Forces for change Managing plan change Resistance to change
14	Approaching to managing organizational change Lewin's three step model Koter's eight step plan for implementing change
15	What is stress? Understanding stress and its consequences Potential sources of stress Managing stress
16	Case study, assignment and presentation
Two Assignments + Two Test+ Presentation	
Final Term	

Learning Outcomes:

- Analyze the behavior of individuals and groups in organizations in terms of the key factors that influence organizational behavior.
- Assess the potential effects of organizational-level factors (such as structure, culture and change) on organizational behavior.
- Critically evaluate the potential effects of important developments in the external environment (such as globalization and advances in technology) on organizational behavior.
- Analyze organizational behavioral issues in the context of organizational behavior theories, models and concepts.