

Course Title	<b>Organizational Behavior</b>
Course Code	
Credits	3.0
Department	
Semester	2017S
Course Categories	
Instructor	Anna Kuzminska, PhD
Hours	
Location	
Phone/E-mail	akuzminska@wz.uw.edu.pl
Office Hours	
Language	English

[Syllabus]

<b>Course Goals and Objectives</b>
<p>In the world where more and more new graduates are highly skilled and professional at their field of specialization, employers emphasize that many of them lack "soft skills", such as communication, leadership, teamwork, or dealing with diversity. The Organizational Behavior course aims at providing students with both <b>knowledge</b>, and well as <b>practical skills</b> in these areas.</p> <p>The course will focus on the understanding and application of topics such as: <b>individual differences in organization, communication skills, motivation, leadership, power, teamwork, decision-making, stress, and conflict resolution</b>. Because organizational behavior is research driven, the content would be based on the <b>newest research results</b> in the covered areas. The focus is put on both <b>conceptualization</b> and <b>acquisition of skills</b>. For this reason, we will engage in lots of exercises designed to help students develop these skills - conceptual analyses, discussions of cases, and skill-oriented activities will be blended within each topic. Readings will also be assigned to improve students' understanding of the material. Each topic covered in class will be analyzed from the <b>cross-cultural perspective</b>.</p>
<b>Textbook and other references</b>
<p>Selected assigned readings, materials, and class handouts will be distributed by the instructor. We will be basing on the most current scientific publications in the area of Organizational Behavior and using selected parts from the following textbooks:</p> <ul style="list-style-type: none"> <li>• Hitt, M. A., Miller, C. C., &amp; Colella, A. (2014). Organizational Behavior; 4th ed. John Wiley &amp; sons.</li> <li>• Robbins, S. P., &amp; Judge, T. A. (2014). Essentials of organizational behavior, 12<sup>th</sup> Ed. Upper Saddle River, NJ: Pearson.</li> <li>• Luthans, F. (2011). Organizational Behavior, 12<sup>th</sup> ed. New York: McGraw-Hill.</li> <li>• Härtel, C. E. J., Zerbe, W. J., &amp; Ashkanasy, N. M. (2005). Emotions in organizational behavior. Mahwah, NJ: Lawrence Erlbaum Associates.</li> </ul>

<b>Course Description, Methods, and Materials</b>
Lectures Case Studies Class activities (group projects, group discussion, etc.) Readings Videos
<b>Assignments, Grading Criteria, Prerequisite Subject</b>
The final course grade will be determined on the following basis: 1. Class participation and involvement in class projects (including attendance, group projects, homework, in-class tasks, discussions) - 30% 2. Mid-term exam - 30% 3. Final exam - 40%
<b>Remarks:</b> more than 4 absences: F
<b>Notice To Students</b>
1. Students should not come late to class. 2. Involvement in class activities will be encouraged and helpful to effective learning during this course.
<b>Academic Support for Students with Disabilities</b>
In case any support is needed, please contact instructor prior to course initiation

[Course Lesson Plan]

No	Course Goals and Objectives
1	<b>Introduction</b>
2	<b>Communication 1</b> - Bases of effective communication - Constructive feedback - Interpersonal decentration
3	<b>Communication 2</b> - Active listening and questioning skills - Communication styles - Barriers to effective communication
4	<b>Bases of motivation</b> - Theories of motivation - Internal vs. external motivation - The undermining effect
5	<b>Motivation and engagement</b> - Psychological contract - Work engagement - Job crafting - Equality and distributional justice
6	<b>Leading Self 1</b>

	<ul style="list-style-type: none"> <li>- Locus of control</li> <li>- Self-efficacy</li> <li>- Learned helplessness</li> <li>- Managing wellbeing in the workplace</li> </ul>
7	<b>Leading Self 2</b> <ul style="list-style-type: none"> <li>- Dealing with emotions</li> <li>- Temperament and personality</li> <li>- Self-esteem vs. self-compassion</li> </ul>
8	<b>Review and mid-term exam</b>
9	<b>Groups and teams 1</b> <ul style="list-style-type: none"> <li>- Group and team formation</li> <li>- Groupthink and risky shift</li> <li>- Cooperation</li> <li>- Conflicts</li> </ul>
10	<b>Groups and teams 2</b> <ul style="list-style-type: none"> <li>- Power</li> <li>- Leadership</li> <li>- Social influence (manipulation, persuasion, defense against manipulation)</li> </ul>
11	<b>Making decisions</b> <ul style="list-style-type: none"> <li>- Bases of decision making</li> <li>- Cognitive biases</li> </ul>
12	<b>Self-presentation skills</b>
13	<b>Organizational Culture and structure</b> <ul style="list-style-type: none"> <li>- Bases of organizational culture</li> <li>- Competing values framework</li> <li>- Artifacts</li> <li>- Fundamentals of organizational structure</li> </ul>
14	<b>Dealing with difficulties</b> <ul style="list-style-type: none"> <li>- Stress</li> <li>- Burnout</li> <li>- Mobbing</li> </ul>
15	<b>Review and final exam</b>

**Cheating, plagiarism, and other dishonest practices will be punished as harshly as Kyungpook National University policies allow. The University specifies that cheating is grounds for dismissal. Penalties less severe may be imposed instead. A list of possible disciplinary actions is given below. Actions by the university:**

- Failure in course
- Suspension from university for a designated period
- Expulsion from university