

MNO3301 Organizational Behavior
Department of Management & Organisation
NUS Business School

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Location : BIZ 1, 08-39
Office hours : Monday: 10 am to 12 noon (24/7 on twitter)
Session : Semester 1, 2016/2017

Module Description

This course is designed to introduce you to human behavior in organizational contexts. The study of organizational behavior involves examining processes at the individual, group and organizational levels. The course design reflects these three levels of inquiry. Both theoretical and applied approaches will be developed. Theory development will be based on class lectures, discussion, class activities and assigned readings. While I will take a large share of the responsibility for theory development, I expect extensive class participation for the applications part. Hence, the course will feature a substantial amount of class discussion and experiential exercises.

As the study of groups and group processes is critical to understanding behavior in organizations, some assignments will be completed in small groups of students. You should be prepared to work in groups in this class, to participate in small group discussion, and to share findings of group discussions with the class as a whole. The course will not tell you what to do as a manager; rather, it is designed to exercise, challenge, and enrich your ‘managerial mind’, that is the frameworks with which you think about organizational processes and the work of managing. The course will also encourage you to reflect on yourself as a “person”. Being a good manager starts with a good understanding of one’s own preferences, values and strengths. There will be exercises that will encourage self-reflection and I will try to play the role of the facilitator in the process.

A key component of this course is interaction amongst you as well as with the instructor. In keeping with this objective, I will have an open-door policy. You can walk in to my office any time as long as you knock before entering. If I am free, I will meet you straight away. Else, I will make sure we make a time as soon as possible usually within the same working day.

Most of the quizzes will be based on discussion in the lectures, so your attendance is crucial for your success on the course.

Readings

There will be two to three readings for every class. I do not use a textbook for the course. All readings will be from journal articles and I will also provide a write up, which will be the summary for the week. All readings will be distributed as handouts in class or posted on the IVLE website. Please check the IVLE regularly for updates. Readings will be posted at least a week before each class.

Methods of Assessment

Individual

Class Participation	20%
Quizzes (3)	30%
In-class final test	15%

Group

Group Project Presentation	10%
Group Project Report	25%

Session Plan

Session	Topic
Session 1	a) Introduction to the course b) What is a good theory?
Session 2	Social Perception
Session 3	Personality and Individual Differences
Session 4	Motivation
Session 5	The Self
Session 6	Justice & Fairness
Session 7	Power
Session 8	Decision-making
Session 9	Morality & Ethics
Session 10	Helping Behaviors
Session 11	Groups & Conformity
Session 12	Culture
Session 13	Group Project & Final Reflections
