



## Shanghai University of Finance & Economics 2020

### 2020 Summer Program

### BUS 310 Organizational Behavior

### Course Outline

**Term: June 01-July 03, 2020**

**Course Code: BUS310**

**Instructor: Islam Rizvanoghlu**

**Home Institution: University of Houston**

**Office Hours: by appointment**

**Email: irizvanoghlu@uh.edu**

**Credit: 4**

#### **Course Description**

Organizational leadership requires a deep, and nuanced, understanding of how individuals behave in organizational settings; effective leaders create environments that are consistent with the fundamentals of human behavior in organizations. This course explores the behavior of people in organizations as individual actors and also as groups. Its purpose is to provide an understanding of how organizations can be managed more effectively and at the same time enhance the quality of employees work life. Topics include motivation, rewarding behavior, stress, individual and group behavior, conflict, power and politics, leadership, job design, organizational structure, decision-making, communication and organizational change and development. Although the course focuses on business organizations, the same theories can also be successfully applied to other type of organizations, such as non-profits, sports teams and social groups.

#### **Course Objectives:**

Upon completion of this course, students will

- Be able to understand and analyze how organizations and the people within them work.
- Be able to apply OB concepts to real-world problems faced by managers.



- Understand individual behavior in organizations, including diversity, attitudes, job satisfaction, emotions, moods, personality, values, perception, decision making, and motivational theories.
- Understand group behavior in organizations, including communication, leadership, power and politics, conflict, and negotiations.
- Understand the organizational system, including organizational structures, culture, human resources, and change.
- Develop their leadership and management potential.
- Work in teams and gain experience in teamwork and cooperation.
- Improve writing skills by learning to write a concise analysis of management cases.

### Course Textbooks

McShane, Steven and Von Glinow, Mary, *Organizational Behavior* 8<sup>th</sup> edition, McGraw-Hill.

### Detailed Course Requirements

- **Exams:** There will be a midterm and a final exam. Exams will not be cumulative. Each exam will make 40% of your grade, so two exams together will make 80% of your grade.
- **Group Term Project:** The Term Project will make 20% of your grade. The purpose of the project is to give your team an opportunity to apply what has been learned in the course to problems in an organization of your team's choice. Class members will work in teams of four people. Your team should answer the following questions in the assignments detailed below.
  - What are the issues or problems facing the organization?
  - What course concepts can be applied to understand why this problem is occurring?
  - What recommendations can you offer to help improve organizational functioning?

94-100 = A 90-93 = A- 86-89 = B+ 82-85 = B 80-82 = B- 76-79 = C+ 72-75 = C 70-72 = C- 66-69 = D+ 62-65 = D 60-62 = D- Below 60 = F

### Course Schedule

Chapter 1: Introduction to the Field of Organizational Behavior

Chapter 2: Individual Behavior, Personality, and Values

Chapter 3: Perceiving Ourselves and Others in Organizations

Chapter 4: Workplace Emotions, Attitudes, and Stress

Chapter 5: Foundations of Employee Motivation

Chapter 7: Decision Making and Creativity

Chapter 8: Team Dynamics

### Midterm 1



Chapter 9: Communicating in Teams and Organizations

Chapter 10: Power and Influence in the Workplace

Chapter 11: Conflict and Negotiation in the Workplace

Chapter 12: Leadership in Organizational Settings

Chapter 13: Designing Organizational Structures

Chapter 14: Organizational Culture

Chapter 15: Organizational Change

***Final Exam***