



Course Specifications

Course Title:	Organizational Behavior
Course Code:	MGT1212
Program:	Human Resources Management
Department:	Human Resources Management
College:	College of Business Administration
Institution:	Dar AlUloom University

Table of Contents

A. Course Identification	3
6. Mode of Instruction (mark all that apply)	3
B. Course Objectives and Learning Outcomes	3
1. Course Description	3
2. Course Main Objective.....	4
3. Course Learning Outcomes	4
C. Course Content	4
D. Teaching and Assessment	5
1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods	5
2. Assessment Tasks for Students	5
E. Student Academic Counseling and Support	6
F. Learning Resources and Facilities	6
1. Learning Resources	6
2. Facilities Required.....	6
G. Course Quality Evaluation	6
H. Specification Approval Data	6

A. Course Identification

1. Credit hours: 3 Hours
2. Course type
a. University <input type="checkbox"/> College <input type="checkbox"/> Department <input checked="" type="checkbox"/> Others <input type="checkbox"/>
b. Required <input checked="" type="checkbox"/> Elective <input type="checkbox"/>
3. Level/year at which this course is offered: Second year/ Third semester
4. Pre-requisites for this course (if any): ENG 1123
5. Co-requisites for this course (if any): MGT1211

6. Mode of Instruction (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1	Traditional classroom	45	100%
2	Blended		
3	E-learning		
4	Correspondence		
5	Other		

7. Actual Learning Hours (based on academic semester)

No	Activity	Learning Hours
Contact Hours		
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	Total	45
Other Learning Hours*		
1	Study	1
2	Assignments	1
3	Library	
4	Projects/Research Essays/Theses	2
5	Others(specify)	
	Total	4

*The length of time that a learner takes to complete learning activities that lead to achievement of course learning outcomes, such as study time, homework assignments, projects, preparing presentations, library times

B. Course Objectives and Learning Outcomes

1. Course Description

This course integrates management principles and practices with human behavior within the organization. It focuses on management and organizational behavior theory applications to promote organizational effectiveness, efficiency, and human resource development. Topics covered include diversity in Organization, attitudes and job satisfaction, individual decision-making, group behavior, communication, leadership, and conflict and negotiation.

2. Course Main Objective

1. What is the main purpose for this course?

Upon successful completion of this course, the student will have reliably demonstrated the ability to:

- Understand how organizations work and why people behave as they do in work settings.
- Analyze and understand organizational situations in terms of OB theories and concepts.
- Reacting appropriately to organizational situations using OB concepts.
- Create and maintain healthy and productive work environments.

3. Course Learning Outcomes

CLOs		Aligned PLOs
1	Knowledge:	
1.1	Define basic principles and concepts of organizational behavior (OB).	K1
1.2	Identify various strategies for the management and development of people within organizations.	K3
1.3	Integrate decision-making processes into OB related theories and concepts to enhance human development.	K4 & K5
2	Skills:	
2.1	Analyze the effect of business environment on individuals, groups, and organizational practices in various business environment settings.	S1
2.2	Analyze and diagnose the behaviors of individual and groups of employees using a range of OB theories and concepts in response to the national and international business trends.	S2
2.3	Compare between different OB theories and concepts to evaluate organizational practices and their implications on organizational behavior attitudes and performance.	S3
3	Competence:	
3.1	Demonstrate interpersonal, team and leadership skills in responding to different issues related to OB.	C1
3.2	Demonstrate leadership skills in pursuit of innovative and practical solutions in response to OB related problems and issues confronting organizations.	C2
3.3	Demonstrate written and oral communication skills in gathering, interpreting, and conveying OB related issues.	C6

C. Course Content

No	List of Topics	Contact Hours
1	An Overview of Organizational Behavior	6
2	Individual Characteristics	6
3	Motivating Behavior	3
4	Groups and Teams	6
5	Decision Making and Problem Solving	6
6	Communication	3
7	Managing Conflict and Negotiating	3
8	Traditional Leadership Approaches	3
9	Power, Influence and Politics	3
10	Organizational Culture	3
11	Organizational Change	3
Total		45

D. Teaching and Assessment

1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
1.0	Knowledge:		
1.1	Define basic principles and concepts of organizational behavior (OB).	Direct (Lecture, Demonstration) Indirect (Case Study) Interactive (Discussion)	Written Exams (T/F, Short Essay)
1.2	Identify various strategies for the management and development of people within organizations.		Written Exams (Long/short essays)
1.3	Integrate decision-making processes into OB related theories and concepts to enhance human development.		Written Assignments (reports, and case studies).
2.0	Skills:		
2.1	Analyze the effect of business environment on individuals, groups, and organizational practices in various business environment settings.	Direct (Lecture and Demonstration) Indirect (Case study) Interactive (Discussion, Brainstorming, and Cooperative learning)	Written Exams (case studies) Written Assignments (reports, and case studies).
2.2	Analyze and diagnose the behaviors of individual and groups of employees using a range of OB theories and concepts in response to the national and international business trends.	Direct (Lecture and Demonstration) Indirect (Problem solving, case study) Interactive (Discussion, and Cooperative learning)	Written Exams (Problem solving and case studies) Written Assignments (reports, and case studies).
2.3	Compare between different OB theories and concepts to evaluate organizational practices and their implications on organizational behavior attitudes and performance.		
3.0	Competence:		
3.1	Demonstrate interpersonal, team and leadership skills in responding to different issues related to OB.	Interactive (Discussion, Cooperative learning) Independent (Reports, projects, Assigned Questions)	Presentations (formal discussion individual and group) Practical Assignments/ Projects
3.2	Demonstrate leadership skills in pursuit of innovative and practical solutions in response to OB related problems and issues confronting organizations.		
3.3	Demonstrate written and oral communication skills in gathering, interpreting, and conveying OB related issues.	Independent (Reports, projects, Homework, Learning activities)	Practical Assignments/ Reports

2. Assessment Tasks for Students

#	Assessment task*	Week Due	Percentage of Total Assessment Score
1	Quiz	3	10%
2	HomeWorks/Assessments/Projects	During semester	20%
3	Mid term	9	30%
4	Final Exam	16	40%

*Assessment task (i.e., written test, oral test, oral presentation, group project, essay, etc.)

E. Student Academic Counseling and Support

Arrangements for availability of faculty and teaching staff for individual student consultations and academic advice:

1. Eight Office hours weekly can be booked through the students' SIS account.
2. Online discussion through the LMS forums and instant messaging.
3. Instructor email available in the course syllabus.
4. Occasional mobile calls or SMS for urgent messages.

F. Learning Resources and Facilities

1. Learning Resources

Required Textbooks	Ricky W. Griffin, Jean M. Phillips, and Stanley M. Gully Mary Glinow (2017). "Organizational Behavior - Managing People and Organizations", Cengage Learning, 12 nd Edition.
Essential References Materials	Journals and Reports distributed on the bases of lectures delivered to the students.
Electronic Materials	Cengage Digital Learning Platforms, Power Point slides for each class will be posted on the course website. Feel free to print these before each class.
Other Learning Materials	Learning activities.

2. Facilities Required

Item	Resources
Accommodation (Classrooms, laboratories, demonstration rooms/labs, etc.)	Classroom.
Technology Resources (AV, data show, Smart Board, software, etc.)	Data show + smart boards.
Other Resources (Specify, e.g. if specific laboratory equipment is required, list requirements or attach a list)	Internet access point.

G. Course Quality Evaluation

Evaluation Areas/Issues	Evaluators	Evaluation Methods
End of semester Course Evaluation.	• Students	• Indirect
Effectiveness of teaching and assessment.	• Peer reviewer	• Indirect
Course learning outcomes assessment.	• Faculty members	• Direct
Quality of learning resources	• Students	• Indirect

Evaluation areas (e.g., Effectiveness of teaching and assessment, Extent of achievement of course learning outcomes, Quality of learning resources, etc.) **Evaluators** (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify) **Assessment Methods** (Direct, Indirect)

H. Specification Approval Data

Council / Committee	HRM DEPARTMENT COUNCIL - COB
Reference No.	
Date	15/08/2019

