



Course Specifications

Course Title:	Organizational Behavior
Course Code:	MGT 310-1212
Program:	Human Resources Management
Department:	Human Resources Management
College:	College of Business Administration
Institution:	Dar Al Uloom University

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A. Course Identification

1. Credit hours: 3 Hours
2. Course type a. University ☐ College ☒ Department ☐ Others ☐ b. Required ☒ Elective ☐
3. Level/year at which this course is offered:
4. Pre-requisites for this course (if any): ENG 1123
5. Co-requisites for this course (if any): MGT 1211

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	Distance learning		
5	Other		

7. Contact Hours (based on academic semester)

No	Activity	Contact Hours
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	Total	45

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

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 and Understanding	
1.1	Define basic principles and concepts of organizational behavior (OB).	K.1
1.2	Identify various processes, techniques, and terminology for the management and development of people within organizations.	K.2
2	Skills	
2.1	Apply the concepts and theories related to individuals, groups, and organizational behaviors in various business environment settings.	S.1
2.2	Critically evaluate different OB theories and concepts of organizational behavior and their implications on attitudes and performance in work setting.	S.3
3	Values:	
3.1	Exhibit commitment to professional and academic ethics in responding to OB issues in an organizational setting.	V.1
3.2	Demonstrate the ability to independently make logical decisions related to OB issues and supported by sound arguments and evidence (s).	V.2

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 and understanding		
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 processes, techniques, and terminology for the management and development of people within organizations.		Written Exams (Long/short essays) Written Assignments (reports, and case studies).
2.0	Skills		
2.1	Apply the concepts and theories related to individuals, groups, and organizational behaviors 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	Critically evaluate different OB theories and concepts of organizational behavior and their implications on attitudes and performance in work setting.		Written Exams (Problem solving and case studies) Written Assignments (reports, and case studies).
3.0	Values		
3.1	Exhibit commitment to professional and academic ethics in responding to OB issues in an organizational setting.	Group discussion, case study, role playing	Case study, presentations and project.
3.2	Demonstrate the ability to independently make logical decisions related to OB issues and supported by sound arguments and evidence (s).		case studies and projects.

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	Midterm Exam	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, 12nd Edition.
Essential References Materials	Journals and Reports distributed on the bases of lectures delivered to the students.
Electronic Materials	Internet resources, Lecture slides-video
Other Learning Materials	Magazines and Newspaper

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	APRIL 3, 2022