



Nanchang University
MHR11: Organizational Behavior
(Last Updated in Jan. 2024)

Credit: 6

Contact Hours

This course is composed of 24 lecture sessions, 3 tutorial sessions and 9 office contact hours. Each lecture session takes 2 contact hours in length; each tutorial session takes 3 contact hours in length; There will be a Q-A review session (3 contact hours) and Final Exam (3 contact hours) at the end of this term. This course has 72 contact hours in total.

Course Description

This course provides students with the concepts and most recent management ideas related to human behaviors in various organizations, and it is a necessary course for all students that will become managers or human resource professionals in their future career. All learners are expected to have a better understanding of human behaviors and using that knowledge to help employees be more productive and satisfied in organizational settings. Practical organization problems will be analyzed using theory and methodology discussed in this course.

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

1. Analyze individual and group behavior, and understand the implications of organizational behavior from the perspective of management;
2. Identify different motivational factors and evaluate motivational strategies used in a variety of organizational settings;
3. Evaluate the appropriateness of various leadership styles and conflict management strategies used in organizations;
4. Describe and assess the basic design elements of organizational structure and evaluate their impact on employees;
5. Explain how organizational change and culture affect working relationships within organizations.

Note: This Syllabus is subject to change based on the needs of the class.

Required Textbook

Textbook: *Organizational Behavior* by Stephen P. Robbins, Timothy A. Judge



Grading

- Participation 10%
- Homework and Assignments 20%
- Discussions 15%
- Midterm Exam 25%
- Final Exam 30%

Letter Grade	Grade Points
High Distinction	85-100
Distinction	75-84
Credit	65-74
Pass	50-64
Fail	0-49

Course Schedule

The course has 24 class sessions in total. All sessions are 2 contact hours in length. At the end of this term, there will be a Q-A review session(3 contact hours) and Final Exam (3 contact hours).

Note: the course outline and required readings are subject to change.

Class 1:

Part 1: Introduction

Chapter 1: What Is Organizational Behavior?

Class 2:

Part 2: The Individual

Chapter 2: Diversity in Organizations

Class 3:

Chapter 3: Attitudes and Job Satisfaction

Class 4:

Chapter 4: Emotions and Moods

Class 5:

Chapter 5: Personality and Values

Class 6:

Review of Chapter 1 to Chapter 5

Assignment 1



Class 7:

Chapter 6: Perception and Individual Decision Making

Class 8:

Chapter 7: Motivation Concepts

Class 9:

Chapter 8: Motivation: From Concepts to Applications

Class 10:

Chapter 9: Foundations of Group Behavior

Class 11:

Review of Chapter 6 to Chapter 9

Assignment 2

Class 12:

Chapter 10: Understanding Work Teams

Class 13:

Chapter 11: Communication

Class 14:

Chapter 12: Leadership

Class 15:

Chapter 10 to Chapter 12

Discussion

Class 16:

Chapter 13: Power and Politics

Class 17:

Chapter 14: Conflict and Negotiation

Class 18:

Midterm

Class 19:

Part 4: The Organization System

Chapter 15: Foundations of Organization Structure

Class 20:

Chapter 16: Organizational Culture



Class 21:

Chapter 17: Human Resource Policies and Practices

Assignment 2

Class 22:

Chapter 18: Organizational Change and Stress Management

Class 23:

Chapter 18: Organizational Change and Stress Management(Cont)

Class 24:

Review of Chapter 13 to Chapter 18

Preparation for the final exam

Attending Policy

Regular and prompt attendance is required. Under ordinary circumstances, you may miss two times without penalty. Each absence over this number will lower your course grade by a third of a letter and missing more than five classes may lead to a failing grade in the course. Arriving late and/or leaving before the end of the class period are equivalent to absences.

Policy on "Late Withdrawals"

In accordance with university policy, appeals for late withdrawal will be approved ONLY in case of medical emergency and similar crises.

Academic Honesty

Nanchang University expects all students to do their own work. Instructors will fail assignments that show evidence of plagiarism or other forms of cheating, and will also report the student's name to the University administration. A student reported to the University for cheating is placed on disciplinary probation; a student reported twice is suspended or expelled.

General Expectations:

Students are expected to:

- Attend all classes and be responsible for all materials covered in class and otherwise assigned;
- Complete the day's required reading and assignments before class;
- Review the previous day's notes before class and make notes about questions you have about the previous class or the day's reading;
- Participate in class discussions and complete required written work on time;
- Refrain from texting, phoning or engaging in computer activities unrelated to class during the class period;



— While class participation is welcome, even required, you are expected to refrain from private conversations during the class period.

Special Needs or Assistance

Please contact the Administrative Office immediately if you have a learning disability, a medical issue, or any other type of problem that prevents professors from seeing you have learned the course material. Our goal is to help you learn, not to penalize you for issues which mask your learning.