



Shanghai Jiao Tong University AM103 Introduction to Organizational Behavior

- Term: May 27– June 27, 2019
- Instructor: Prof. Dr. Zhan Jun
- Home Institution: Shanghai Maritime University
- Email: eurogent@163.com
- Class Hours: Monday through Thursday, 120 minutes each day
- Discussion session: 2.5 hours each week
- Total Contact Hours: 66 contact hours (45 minutes each, 3000 minutes in total)
- Credit: 4 units

Course Description

Introduction to Organizational Behavior is an important course in business schools. This course presents an overall introduction on analyzing and managing individual and group behaviors within organizations, provides a body of knowledge that is significant to enhancing workforce performance. The purpose of this course is to assist the learners to understand and achieve effective management of the human resources within organizations. Conceptual frameworks, case discussions, and skill-oriented activities are included in course instruction, which are applied to motivation, learning and development, group dynamics, leadership, communication, power and influence, change, diversity, organizational design, and culture. Class sessions and assignments are provided intending to help participants acquire skills and analytic concepts to improve organizational relationships and effectiveness.

Course Goals

This course aims to improve learners' understanding of human behavior in organization and the ability to lead people to achieve more effectively toward increased organizational performance.

After completing this course, students should be able to:

- 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.



Required Text

Essentials of Organizational Behavior (Global Edition, 13e) by Robbins and Judge, ISBN: 9781292090078, Pearson, 2017.

Grading Policy

Number grade	Letter grade	GPA
90-100	A	4.0
85-89	A-	3.7
80-84	B+	3.3
75-79	B	3.0
70-74	B-	2.7
67-69	C+	2.3
65-66	C	2.0
62-64	C-	1.7
60-61	D	1.0
≤59	F (Failure)	0

1) Exams

There will be 2 exams. Exam 1 will cover chapters 1-10. Exam 2 will cover chapters 11-18. The two exams will cover all chapters.

2) Personal Strategic Plan

You will apply what you're learning with a course project where you create a strategic plan for yourself, personally. You will present your personal strategic plan to the class during the last week of class. Your oral strategic plan presentation will be graded on two parts: Content and Delivery.

Content includes whether your presentation was complete, specific, detailed, and error free. Were appropriate analytical tools included? Were they correct? Were your recommendations specific? Did you show clearly how your recommendations could be implemented? You need to be specific and tell exactly when, how, where, and why your recommendations are appropriate!

Delivery includes whether your presentation was interesting, lively, special, upbeat, and clear. Did you use state-of-the-art presentation technology? Were your visual aids readable from the back of the class? Did you use color to highlight points? Were your nonverbal communication such as voice tone, eye contact, posture, and appearance good? Were transparencies, handouts, slides, the blackboard, or flip charts used to make your oral presentation as interesting and informative as possible?

3) Preparation/Participation and In-class Activities

Throughout the course, we will complete various in class activities. These exercises are tailored towards helping you further understand and apply the key concepts covered in the textbook. Class attendance and participation in session activities are required and rated. There is much more material in your reading



assignments than we have time to discuss in class. In-class activities will delve into the most important issues. No makeup assignments are allowed.

EXAMS	650 points
Exam 1 (Chap 1-10)	200 points
Exam 2 (Chap 11-18)	200 points
Final Exam	250 points
PERSONAL PRESENTATION	150 points
Content	100 points
Delivery	50 points
PREPARATION/PARTICIPATION/IN-CLASS ACTIVITIES	200 points

Grand Total **1000 points**

Course Schedule	
Day 1	What Is Organizational Behavior
Day 2	Foundations of Individual Behavior
Day 3	Attitudes and Job Satisfaction
Day 4	Personality and Values
Day 5	Perception and Individual Decision Making
Day 6	Motivation Concepts
Day 7	Motivation: From Concepts to Applications
Day 8	Emotions and Moods
Day 9	Foundations of Group Behavior
Day 10	Understanding Work Teams
Day 11	Working on Projects
Day 12	Exam 1 (The Individual and Group in the Organization)
Day 13	Communication
Day 14	Contemporary Issues in Leadership
Day 15	Power and Politics
Day 16	Conflict and Negotiation
Day 17	Foundations of Organizational Structure
Day 18	Organizational Culture
Day 19	Human Resource Policies and Practices
Day 20	Organizational Change and Stress Management
Day 1	Working on Projects
Day 2	Exam 2 (Interpersonal Processes in Orgs and Organizational Processes)



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