



Shanghai Jiao Tong University

BU401 Introduction to Organizational Behavior

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| Instructor Information: | TBD | | |
| Term: | December 16, 2019 - January 7, 2020 | Credits: | 4 units |
| Class Hours: | Monday through Friday, 160 mins per teaching day | | |
| Discussion Sessions: | 2.6 hours each week, conducted by teaching assistant(s) | | |
| Total Contact Hours: | 64 contact hours (1 contact hour = 45 mins, 2880 mins in total) | | |
| Required Texts (with ISBN): | Essentials of Organizational Behavior (Global Edition, 13e) by Robbins and Judge, ISBN: 9781292090078, Pearson, 2017. | | |
| Prerequisite: | N/A | | |



Course Overview

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.

Learning Outcomes

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:

1. Understand individual behavior in organizations, including diversity, attitudes, job satisfaction, emotions, moods, personality, values, perception, decision making, and motivational theories.
2. Understand group behavior in organizations, including communication, leadership, power and politics, conflict, and negotiations.
3. Understand the organizational system, including organizational structures, culture, human resources, and change.



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.



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| 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 |



Class Schedule

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