

ANTALYA BILIM UNIVERSITY
College of Business
BUSI 261: Organizational Behavior –II Syllabus

COURSE DESCRIPTION

Organizational behavior (OB) is a field of study that investigates the impact that individuals, groups, and structure have on behavior within organizations for the purpose of applying such knowledge toward improving an organization's effectiveness. As managers accomplish their work through others, OB provides the tools for guiding the productivity of others, predicting human behavior at work, and the perspectives needed to manage individuals from diverse backgrounds.

Understanding human behavior is critical for managerial effectiveness today. To attract and retain high-performing employees, managers must possess interpersonal skills in order to relate to employees and create a positive and supportive work environment where people want to work. People skills, in addition to technical skills, are imperative for managers to succeed in the modern demanding workplace.

COURSE OBJECTIVES

By the end of the course the student will be able to:

1. Appreciate the importance of organizational behavior as a field of study and as a central management function;
2. Understand the implications for organizational behavior of the behavioral sciences, government regulations, and court decisions;
3. Know the elements of the organizational behavior and,
4. Apply the principles and techniques of organizational behavior gained through this course to the discussion of major personnel issues and the solution of typical case problems.

COURSE CONTENT

BUSI 261 is divided into nine instructional units, each of which represents a different set of the organizational behavior functions or topics. A summary of each chapter of the course is below.

Chapter 9: Foundations of Group Behavior

Chapter 10: Understanding Work Teams

Chapter 11: Power and Politics

Chapter 12: Communication

Chapter 13: Leadership

Chapter 14: Foundations of Organization Structure

Chapter 15: Organizational Culture

Chapter 16: Human Resources Policies and Practices

Course Summary:

Date	Details
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Week 1	Introduction to Organizational Behavior	01:30pm to 03:20pm
Week 2	Chapter 9: Foundations of Group Behavior	01:30pm to 03:20pm
Week 3	Chapter 10: Understanding Work Teams	01:30pm to 03:20pm
Week 4	Chapter 11: Power and Politics	01:30pm to 03:20pm
Week 5	Chapter 11: Power and Politics	01:30pm to 03:20pm
Week 6	Chapter 12: Communication	01:30pm to 03:20pm
Week 7	Chapter 12: Communication	01:30pm to 03:20pm
Week 8	Mid-Term	01:30pm to 03:20pm
Week 9	Chapter 13: Leadership	01:30pm to 03:20pm
Week 10	Chapter 14: Foundations of Organization Structure	01:30pm to 03:20pm
Week 11	Chapter 14: Foundations of Organization Structure	01:30pm to 03:20pm
Week 12	Chapter 15: Organizational Culture	01:30pm to 03:20pm
Week 13	Chapter 16: Human Resources Policies and Practices	01:30pm to 03:20pm
Week 14	Final Exam	01:30pm to 03:20pm

REQUIRED COURSE MATERIALS

1- Textbook: You are required to purchase the following textbook (either as a hardcopy or as e-text). You may do so either directly from the Publisher or from the AIU bookstore.

TEXTBOOK

Robbins/Judge, Organizational Behavior 18e, Global Edition, Pearson, copyright 2018

2- Recommended Web Sites:

1) www.pearsonhighered.com

TEACHING METHOD

This course is taught through continuous interactions and class discussions. Students are encouraged to participate in class and share their knowledge/experiences. A practical approach using real life examples and case studies is utilized, and students are encouraged to critically analyze the topics and problems.

ASSESSMENT STRATEGY

The assessment has been designed to test achievement of the course's learning outcomes and it requires students to think critically and apply the knowledge gained during the module. Accordingly, the module is assessed by three components as following:

Assignment	Percentage
Mid Term	30%

Quizzes, active participation, presentation	30%
Final Exam	40%

1- Mid-Terms 30%

The mid-terms will be composed from multiple choice and true/false questions. The questions in the mid-terms will be derived from the processed chapters of course's textbooks and from other resources given by the instructor which mentioned above in required textbooks part of this syllabus.

2- Quizzes, Active Class Participation, Presentation 30%

a- Class Participation (Feedback/Participation/Deliverables)

Every attendance to course (full attendance) and class/active participation (getting plus) will be counted and finally will be converted into a point which is the 10% of the course's total evaluation. This part's point is also called as Participation Coefficient (PC).

As mentioned above paragraph this part is divided into main category: attendance and active participation. Attendance (A) evaluation means being in class on time and for whole lecture period. If you are late more than 10 minutes (09.10a) and leave early you cannot get full score, it will be decreased.

Class/Active participation (CP) represents the plusses you can get when you efficiently and effectively participate the class by answering questions, asking questions, adding knowledge, making comments etc.

$$PC = 60\% \text{ of } A + 40\% \text{ of } CP$$

ALSO BE AWARE THAT THE POINT YOU GET FROM THIS PART (Participation Coefficient -PC) WILL AFFECT YOUR OTHER TWO PARTS' POINTS (INDIVIDUAL AND GROUP PRESENTATIONS).

I strongly support the idea that students who are actively engaged in class learn more. So this portion of your grade attempts to encourage and reward you for providing feedback, for participating and finally for delivering on commitments throughout the semester.

b- Quizzes

You will have quiz in every week. The quizzes will be composed from multiple choice and true/false questions. The questions in the quizzes will be derived from the processed chapters of course's textbooks (Christensen et al.; Saunders et al.).

c- Case Applications (Individual Presentation)

Every student need to present, individually or within a group, at least one of case application that written at the end of each chapter.

DON'T FORGET THAT THE POINT YOU GET FROM THIS PART WILL BE WEIGHED BY PARTICIPATION COEFFICIENT (PC). ALSO, THE NUMBER OF PRESENTERS WILL EFFECT THE POINT YOU GET FROM PRESENTATION. IF YOU PRESENT ALONE YOUR EVALUATION POINT WILL BE MULTIPLIED BY X1, FOR A TWO-STUDENT GROUP WILL BE MULTIPLIED BY X0.9, FOR A THREE-STUDENT GROUP WILL BE MULTIPLIED BY X0.8, FOR A FOUR-STUDENT GROUP WILL BE MULTIPLIED BY X0.7 AND IT IS NOT ALLOWED MORE THAN FOUR STUDENTS.

For instance, you present the Chapter 2 case application-1 lecture 1 "Not Sold Out" with your friend (means two-group) and get 95 point from this part. And assume that your PC is 0.8 then your final score from this part (Case Application Presentation) will be multiplied by PC and group number coefficient then will be determined as $95 \times 0.8 \times 0.9 = 68.4$ Also, your friend's last point will be calculated as similar.

You can easily realize that even if it is an individual/group level presentation, your scores will be estimated individually. Then it is very important to have a high PARTICIPATION COEFFICIENT (PC) in order to get high score from both Individual and Group presentations.

d- Firm/Organization Analyses (Group Presentation)

You need to form presentation groups that have one to five students in each. Each group is responsible for to examine and present a case study from a real firm/company etc. Groups are free to choose which firm/company they present. But it is not allowed to present the same firm/company. Then you need to coordinate with other groups while choosing. For each group presentation, you will be given forty minutes including question/answer period. You are also asked to give your printed (Microsoft word format) case analyzing report as a group which includes the answers the case questions and additional issues you want to claim.

DON'T FORGET THAT THE POINT YOU GET FROM THIS PART WILL BE WEIGHED BY PARTICIPATION COEFFICIENT (PC). ALSO, THE NUMBER OF PRESENTERS WILL EFFECT THE POINT YOU GET FROM PRESENTATION. IF YOU PRESENT ALONE YOUR EVALUATION POINT WILL BE MULTIPLIED BY X1.0, FOR A TWO-STUDENT GROUP WILL BE MULTIPLIED BY AGAIN X1.0, FOR A THREE-STUDENT GROUP WILL BE MULTIPLIED BY X0.8, FOR A FOUR-STUDENT GROUP WILL BE MULTIPLIED BY X0.7, FOR A FIVE-STUDENT GROUP WILL BE MULTIPLIED BY X0.6, AND IT IS NOT ALLOWED MORE THAN FIVE STUDENTS.

3- Final Exam 40%

The main part of your course grade is composed from the final exam. In the final exam you will be given questions from all the chapters and topics that covered in the class including every saying, questions, stories etc.

