COURSE DESCRIPTIONS

Faculty	Business school				
Department	Business administration			**NQF level**	8
Course Title	Advanced organizational behavior	**Code**	**302721**	**Prerequisite**	−
Credit Hours	3 credit Hours	**Theory**	3	**Practical**	−
Course Leader	Dr. Rokaya Albdareen	**email**	rokaya@jadara.edu.jo		
Lecturers	-	**emails**			
Lecture time	[9-12] Sat	**Classroom**	Online	**Attendance**	Full-time
Semester	Second semester/2020-2021	**Production**	2008	**Updated**	28/2/2021

Short Description
This course aims to develop the breadth and depth of the understanding of what makes an organization function. It describes and explains key theories and concepts of individual behaviors, team dynamics, and organizational design, culture, and change. The focus will be upon translation of management and organizational behavior theory to practices that result in organizational effectiveness, efficiency, and human resources development. Course prepare students for advanced leadership roles in modern organizations.

Course Objectives
1. After taking this course, students should be able to:
2. Understand the three levels of OB's model: Individuals, groups and organizations.
3. Link wisely an individual's personality and values to the organizational culture profile.
4. Understand motivation from concepts to applications.
5. Develop effective teams at workplace.
6. Better understanding of leaders' behavior and motives in organizations and outside.
7. Understand the organization structures and related employee behaviors.
8. Create an organizational culture.
9. Understand resistance to change.
10. Increased awareness of ethical dilemmas and ways of solving them

Learning Outcomes
A. Knowledge - Theoretical Understanding
a1. Understanding the OB concepts and how organizations and the people within them work.
B. Knowledge - Practical Application
a2. Applying the knowledge in the psychology field to HR activities (recruitment, selection, development, motivation, employee assessment).
C. Skills - Generic Problem Solving and Analytical Skills
b1. applying critical thinking to issues in organizations, diagnosing problems, making effective decisions and present a creative problem-solving.

D. Skills - Communication, ICT, and Numeracy
b2. applying OB concepts to real world problems faced by managers every day and developing the leadership and management potential. Communicating clearly and effectively (including providing and receiving feedback), influencing others, managing diversity, calculating return on investment in HR projects.

E. Competence: Autonomy, Responsibility, and Context
c1. Taking initiatives and meeting responsibilities and deadlines, participating in multiple teams as the team leader or a group member. c2. Capacity to develop, implement and evaluate programs for individual and organizational development,), driving organizational change and designing organizational processes, structures, and culture that will maximize the performance and well-being of employees.

Teaching and Learning Methods
1. Discussing study cases in the classroom. 2. Using brainstorming method in solving problems. 3. Discussion and dialogue. 4. Participatory learning through group assignments in the classroom. 5. Learning through inquiry, and direct learning. 6. Provide homework and group assignments in the classroom.

Assessment Methods
Two semester exams will be held: midterm and final, in addition to homework and classroom assignments, and participation. The overall performance of the student will be evaluated according to the following distribution:

Midterm exam	30%
Assignments, participation and presentation	15%
Research paper	15%
Final exam	40%
Total	100%

Course Contents					
Week	Hours	CLOs	Topics	Teaching & Learning Methods	Assessment Methods
1.	3	a1	What Is Organizational Behavior?	Discussion and dialogue, learning through inquiry, and direct learning	Classroom participation and oral presentation
2.	3	a1,a2,b1,b2	Attitudes and Job Satisfaction	Discussing study cases in the classroom, using the method of brainstorming to solve problems, discussion and dialogue, and participatory learning through group assignments in the classroom.	Homework and group assignments, class participation, and oral presentation.
3.	3	a1,a2,b1,b2	Personality and Values	Discussing study cases in the classroom, using the method of brainstorming to solve problems, discussion and dialogue, and participatory learning through group	Homework and group assignments, class participation, and oral presentation.

				Discussing study cases in	
				assignments in the classroom.	
4.	3	a1,a2,b1,b2	Perception and Decision making	Discussing study cases in the classroom, using the method of brainstorming to solve problems, discussion and dialogue, and participatory learning through group assignments in the classroom.	Homework and group assignments, class participation and oral presentation.
5.	3	a1,a2,b1,b2	Motivation Concepts and Motivation: From Concepts to Application	Discussing study cases in the classroom, using the method of brainstorming to solve problems, discussion and dialogue, and participatory learning through group assignments in the classroom.	Homework and group assignments, class participation, and oral presentation.
6.	3	a1,a2,b2	Foundations of Group Behavior and Understanding Work Teams	Discussing study cases in the classroom, using the method of brainstorming to solve problems, discussion and dialogue, and participatory learning through group assignments in the classroom.	Homework and group assignments, class participation, and oral presentation.
7.	3	a1,a2,b1,b2	Conflict and Negotiation	Discussing study cases in the classroom, using the method of brainstorming to solve problems, discussion and dialogue, and participatory learning through group assignments in the classroom.	Homework and group assignments, class participation and oral presentation.
8.	3	a1,a2,c1	Organizational Culture	Discussing study cases in the classroom, using the method of brainstorming to solve problems, discussion and dialogue, and participatory learning through group assignments in the classroom.	Homework and group assignments, class participation and oral presentation.

				Discussing study cases in the classroom, using the method of brainstorming to solve problems, discussion and dialogue, and participatory learning through group assignments in the classroom.	Homework and group assignments, class participation and oral presentation.
9.	3	a1,a2,c2	Organizational change and Stress Management		
10.	3	c1	Discussing research papers	-	-
11.	3	c1	Discussing research papers	-	-

Infrastructure	
Textbook	Robbins, S., & Judge, T. (2015). Organizational Behavior, Person Education Limited, Harlow, England.
References	1. Kinicki, A., & Fugate, M. (2018). Organizational behavior: A practical, problem-solving approach, McGraw-Hill Education, New York. 2. University of Minnesota. (2017). Organizational Behavior, University of Minnesota, USA. 3. Mcshane, S., Glinow, M. (2015). Organizational Behavior: Emerging Knowledge, Publisher: McGraw-Hill Education, New York. 4. Cross, CH., & Carbery, R.(2016). Organisational Behaviour: An Introduction, PALGRAVE, Macmillan Publishers Limited, London. 5. Kinicki, A., & Fugate, M. (2014). Organizational behavior: A practical, problem-solving approach, McGraw-Hill Education, New York. 6. Maghribi, Mohamed (2016). Organizational behavior, Jinan House for Publishing and Distribution, Amman, Jordan. 7.Muhammad, Thaer (2016). Organizational behavior in organizations, Ramah Center for Human Resources Development, Amman, Jordan. 8. Harem, Hussein (2013). Organizational behavior: "The behavior of individuals and groups in business organizations", Dar Al-Hamed for publication and distribution, Amman, Jordan. 9. Maher, Ahmad (2011) Organizational behavior: "skills building introduction", University House for Printing, Publishing and Distribution. 10. Al-Freijat, Khudair and Al-Lawzi, Musa (2009). Organizational behavior: "Contemporary Concepts", Athraa for Publishing and Distribution, Amman, Jordan.
Required reading	Robbins, S., & Judge, T. (2015). Organizational Behavior, Person Education Limited, Harlow, England.
Electronic materials	**computerized course on university website (E-Learning).**
Other	**Journals and websites.**

Course Assessment Plan							
Assessment Method	**Grade**	**CLOs**					
		a1	**a2**	**b1**	**b2**	**c1**	**c2**
First (Midterm)	30	10	10	5	5		
Second (if applicable)	-						
Final Exam	40	5	5	10	10	5	5
Coursework	30						
Coursework assessment methods — Assignments							
Case study	10			5	5		
Discussion and interaction	5	5					
Group work activities	10					5	5
Lab tests and assignments							
Presentations	5					5	
Quizzes							
Total	100						

Plagiarism
Plagiarism is claiming that someone else's work is your own. The department has a strict policy regarding plagiarism and, if plagiarism is indeed discovered, this policy will be applied. Note that punishments apply also to anyone assisting another to commit plagiarism (for example by knowingly allowing someone to copy your code).
Plagiarism is different from group work in which a number of individuals share ideas on how to carry out the coursework. You are strongly encouraged to work in small groups, and you will certainly not be penalized for doing so. This means that you may work together on the program. What is important is that you have a full understanding of all aspects of the completed program. In order to allow proper assessment that this is indeed the case, you must adhere strictly to the course work requirements as outlined above and detailed in the coursework problem description. These requirements are in place to encourage individual understanding, facilitate individual assessment, and deter plagiarism.