

National Dong Hwa University
2024 Fall Semester
Organizational Behavior (MSF_10040)

2024.09.11

Instructor: **Dr. Ying-Yu Chen (Kerri Chen; 陳膺郁)**

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Office: Management building B312 (管 B312)

Classroom: Management building, D117 (管 D117)

Class time session: **Wednesday, 2:10~5pm**

***Class TA: Chloe Cheng (Yu-Chen Cheng/鄭郁蓁); Email: 411130005@gms.ndhu.edu.tw**

I. Course description and Objective

1. Course description:

People in organization don't always behave the way you think they will. As a result, the ability to understand, explain, and predict human behavior within organizations is a rare and valuable skill whether you are a new employee, a middle manager, or a top level executive. **This course deals with human behavior in organizations and with practices and systems within organizations that facilitate or hinder effective behavior.** Conceptual frameworks, case discussions, and skill-oriented activities are integrated within each topic. Topics include communication, motivation, group dynamics, conflict and negotiation, power, and organizational design and development. Class sessions and assignments are intended to help participants acquire the skills that managers need to improve organizational relationships and performance.

2. Course objective:

- 1) This course aims to improve students' understanding of human behavior in organizations and their ability to lead people to achieve more effectively and how to increase organizational performance. **Students will also be expected to learn concepts and approaches that enable them to analyze organizational problems and develop appropriate solutions.** Readings are assigned to give the student a clear understanding of the specific topic. Cases are assigned to afford the student the opportunity to apply the theory, and put it into practice.
- 2) This course covers important topics of organizational behavior, and is chosen to evaluate undergraduate students for the following learning goals and learning objectives:

LG 3: Teamwork

LO 3.1 Equipped with **the ability of communication**

LO 3.2 Be able to **implement projects by team-working**

III. Course Schedule (subject to change):

Week/ Date	Topic	Note/ Task (mini-case or Reading): team presentation
W1/ 09.11	Class introduction and course overview	
Part I. Introduction		
W2/ 09.18	Topic 1. What is Organizational Behavior?	
Part II. Level 1: The individual		
W3/ 09.25	(1) Individual level: Inputs Topic 2 (Ch2). Diversity, Equity, and Inclusion in Organizations	
W4/ 10.02	(1) Individual level: Inputs (cont.) Topic 3 (Ch5). Personality and Individual Differences	
W5/ 10.09	(2) Individual level: process Topic 4 (Ch4). Emotions and Moods	Task 1
W6/ 10.16	(2) Individual level: process (cont.) Topic 5 (Ch6). Perception and Individual Decision Making	Task 2
W7/ 10.23	(2) Individual level: process (cont.) Topic 6 (Ch7). Motivation Concepts (*Case study/ in class discussion)	
W8/ 10.30	*Quiz 1(Mid-term)	
W9/ 11.06	(2) Individual level: process (cont.) Topic 7 (Ch8). Motivation: From Concepts to Applications	Task 3
W10/ 11.13	Sport day of NDHU (No class!!!)	
W11/ 11.20	(3) Individual level: outcomes Topic 8 (Ch3). Job Attitudes	Task 4
Part III. Level 2: The Group/ Part IV. Level 3: The Organization System		
W12 / 11.27	(1) Group level: Inputs Topic 9 (Ch9). Foundations of Group Behavior/	Task 5

	Topic 10 (Ch10). Understanding Work Teams	
W13/ 12.04	(2) Group level: Processes Topic 11 (Ch11). Communication / Topic 12 (Ch13). Power and Politics	Task 6
W14/ 12.11	(2) Group level: Processes (cont.) Topic 13 (Ch14). Conflict and negotiation Topic 14 (Ch16). Organizational Culture and Change	*Case analysis/ in class discussion
W15/ 12.18	*Quiz 2 (final exam)	
W16/ 12.25	<i>Final project presentation</i>	
W17/ 01.01	National holiday (No class)	
W18/ 01.08	Flexibly supplemental teaching week	TBA

IV. Grading policy

Individual/ Team base	Item	Points
Individual	Class participation (Individual-based)	25
Individual	Quiz*2 (Mid-term and Final exams)	35
Team	Team project: Task presentation	15
Team	Team project: Final project	25
	Total points	100

VI. Textbook

Organizational Behavior, **2023, 19th Edition** (Global Edition), Stephen P. Robbins and Timothy A. Judge, Pearson Education.