**Industrial Management**

**Academic Syllabus**

**Effective: 2020)** **5780(**

**Course Number:** [**210501.10.5780.01**](https://levnet.jct.ac.il/Lecturer/GroupStudents.aspx?GroupID=61009) **Course Name: Organizational Behavior**

**Course components: Lecture**

**Credits: 3**

**Course Objective:**



How can one not only *manage* individuals and/or an organization, but, *lead* them in the optimal manner? This question has engaged both scholars and students of management for over 100 years. This course will expose the student to a variety of important issues that underlie the study of organizations and those in them, such as: individual differences and organizational or work related attitudes, learning, interpersonal perception, organizational communication, groups and teams at work, decision making, power and politics in the organizational setting and leadership. Specifically, the course will examine the intersection of the individual and the organization with a belief that the explication of the above can be of benefit to both.

Though there is not "recipe" for success, it is clear that knowledge regarding organizations and those who work in them can be of tremendous benefit to both the "regular" employee as well as managers operating at different levels of the organization.

The course will use a variety of approaches including: lectures, in-class and online discussions, in-class exercises and case studies. In addition, the viewpoint, attitudes and experiences of the individual student will serve as an additional prism through which organizational behavior can be understood.

**Course Description:**

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| **Reading** | **Topic** | **Class** |
| Readings in the text | **Part I: Getting Started**  |  |
| Chapter 1: What is Organizational Behavior?  | Introduction to Course and Underlying Principles of Organizational Behavior | **1** |
| Chapter 2: Diversity in Organizations | Diversity in today’s organizations is a given. How | **2** |
|  | do we deal with it from a management perspective? |
|  | **Homework 1** |  |
|  | **Part II: Making and Implementing Decisions** |  |
| Chapter 6: Perceptions and Individual Decision Making | Perception can sometimes override reality. How does  | **3** |
|  | management keep control over the two? |
| Chapter 7: Motivation Concepts  | Motivation is crucial to organizational success. Our first step | **4** |
|  | is to understand motivation and its sources. |  |
| Chapter 8: Motivation: From Concepts to Application  | Now that we have an understanding of motivation, how do we | **5** |
|  | implement that understanding? |
|  | **Homework 2** |  |
|  | **Part III: Communicating in Organizations** |  |
| Chapter 9: Foundations of Group Behavior | We need to distinguish between groups and teams. Let’s first | 6 |
|  | take a look at Groups.  |  |
| Chapter 10: Understanding Work Teams | Now let’s take a look at Teams.  | 7 |
| Chapter 11: Communication | Now that we have an understanding of the two, how do we  | 8 |
|  | get them talking? |  |
| Chapter 14: Conflict and Negotiation | They say that conflict is part of human nature. How do keep  | 9 |
|  | that “nature” from disrupting the organization?  |  |
|  | **Homework 3** |  |
|  | **Part IV: Organizational Structure**  |  |
| Chapter 15: Foundations of Organizational Structure | Structure can influence individuals, as well as the other way  | 10 |
|  | Around. Let’s take a look at how to structure our organization.  |  |
| Chapter 16: Organizational Cultures | Just as societies have cultures, so do organizations.  | 11 |
| Chapter 17: HR Policies and Practices | An important member of any organizational team is the  | 12 |
|  | personnel or Human Resources Department. |  |
| Chapter 18: Organizational Change and Stress Management | Let’s wrap this up by chilling out. | 13 |
|  | **Homework 4** |  |

**Evaluation criteria:**

The program of study is broken up into four Parts, with each Part followed by homework, due the following week. You can download the home works from the Moodle files. Home works consist of 30 questions each; a mix of multiple choice, True/False, and open questions. Home works represent 50% of your final grade. Home works are to be turned in electronically (by email). Home works will be returned to students after grading.

Each student will present a case study to the class of an issue in Organizational Behavior. The presentation may be in the form of a power point, discussion or other format. Students must let the instructor know by the fourth class what topic (to be approved by the instructor) they have chosen for the presentation.

The Final Exam will be made up of 33 questions, similar to those of the home works. The Exam will cover all topics covered over the course of the semester. The Final Exam is open book, open materials. No electronic devices are allowed during the exam.

Individual Presentation of Case Study in Class: 15%

Homework Assignments (50%) and Final Exam (35%): 85%

* **PLEASE NOTE THAT THER IS (1) A 70% MINIMUM ATTENDANCE REQUIREMENT AND (2) ONE MUST DO THE PRESENTATION TO BE ELIGIBLE FOR A GRADE IN THE COURSE.**
* **Presentations are of Case Studies in the Moodle for this course. You must sign up for a particular article with the instructor.**

**Prerequisite Courses:**

Introduction to Management

Bibliography:

Required:

Essentials of Organizational Behavior, 15th edition, Robbins and Judge

AND OTHER MATERIAL TO BE ADDED LATER.