

American College Dublin

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IB205 ORGANISATIONAL BEHAVIOUR

Credits:	3 US credits / 6 ECTS credits
Credit level:	Stage one
Prerequisites:	IB200
Mandatory:	Yes
Contact hours:	40
Academic Year:	2016/17
Semester:	2
Lecturer:	Mr. Marc Gallagher

MODULE DESCRIPTION

Analysis of Organisational Behaviour based upon theory and research in the behavioural sciences and applied to management of organisations. Concepts include human motivation, structural environment and social factors influencing behaviour; conflict, leadership style and factors involving the dynamics of organisations. As most concepts originated from North America, students will be encouraged in a research project to apply these theories in a cross-cultural context in order to test their validity.

MODULE LEARNING OUTCOMES

At the end of this class students will:

1. Have a clear understanding of the concept of organisational behaviour and its impact of the functionality of organisations.
2. Be able to speak to the many components of individual behaviour which influence behaviour and performance within an organisation.
3. Understand group behaviour and its implications within an organisation.
4. Have an enhanced knowledge of the organisational system, with respect to issues of organisational structure, culture and human resource management.
5. Be more confident in their interpersonal skills as thinkers, speakers and leaders.
6. Acquired the skills to analyse and solve problems relating to organisational behaviour in a consistent manner.

TEACHING METHODS

Lectures, tutorials and group discussions based on current articles and research from the business press, case studies, videos, guest speakers, etc.

LEARNING OUTCOMES MAP

Learning Outcomes	Content	Delivery	Assessment
1	All sections	Lectures, readings, class discussion and assignment.	Class discussion, exercises, assignments, exam and participation.
2	Sections 1-6 The Individual	Lectures, readings, class exercises and discussions.	Class discussion, exercises, assignments, exam and participation.
3	Sections 7-12 The Group	Lectures, readings, class exercises and discussions.	Class discussion, assignments, exam and participation.
4	Sections 13-15 Organisational Systems	Lectures, readings, class exercises and discussions.	Class discussion, assignments, exam and participation.
5	Sections 16 Organisational Dynamics	Lectures, reading, class discussions.	Class discussion, assignments, exam and participation.
6	All sections	Lectures, readings, class discussion and assignment.	Class discussion, exercises, assignments, exam and participation.

COURSE OUTLINE

1. Introduction
2. Individual Behavior and Learning
3. Attitudes, Job Satisfaction, Personality and Values
4. Perception and Decision Making
5. Motivation
6. Group Behavior/Work Teams
7. Communication
8. Leadership
9. Power and Politics
10. Organizational Structure
11. Organizational Culture

REQUIRED TEXT

Robbins, S.P. & Judge, T (2014)., "Organisational Behaviour", Prentice Hall, 16th Edition.

SUPPLEMENTARY READING LIST

Buchanan, D & Juczynski, A (2004)., "Organizational behaviour: an introductory text, Prentice Hall, 5th Edition.

The lecturer will distribute readings. Each student is required to have read the readings and be prepared to participate in class discussion.

Additional: "Collective Genius" Harvard Business Review 2014 Linda Hill, et.al.

Geeks and Geezers: how era, values and defining moments shape leaders by Warren G. Bennis and Robert J. Thomas, Harvard Business School Press (2002)

Leading change, by John Kotter, Harvard Business School Press (1996)

The Heart of change, by John Kotter, Harvard Business School Press (2002)

Developing the leader within you, John C. Maxwell, Nelson (1993)

Principles-centered Leadership, by Stephen Covey, Prentice Hall (1992)

NEWSPAPERS, PUBLICATIONS & LIBRARY FACILITIES

European Journal of Human Resource Management

Human Resource Management Journal

European Management Journal

International Journal of Human Resource Management

Selected publications and papers as handed out in class

Newspapers and other publications, including: Irish Independent, Sunday Business Post, Business Week, Irish Times, Wall Street Journal, Business & Finance, Financial Times, The Economist, Fortune

INTERNET WEBSITES

<http://www.ireland.com/newspaper/>

<http://www.cso.ie/>

<http://www.unison.ie/irishindependent/>

<http://www.guardian.co.uk/>

<http://www.economist.com/>

<http://www.esri.ie/>

<http://www.ft.com/>

ASSESSMENT/GRADING

Assessment will take the form of:

Assignment	Type	Weight
1. Case/leadership Assignment	Individual Research	20%
2. Presentation	Individual	5%
3. Participation	Individual	10%
4. Mid-term Exam	Individual	15%
5. Final Exam	Individual	50%

Assignment

- Assignments will be discussed during **week 2** of the semester.

Assignment Formatting

- The assignment should be typed in Times New Roman, font size 12
- This assignment should be between 2500-3000 words. Marks will be lost for assignments exceeding these parameters
- Referencing: the Harvard Style of Referencing is to be applied. For examples see: http://www.ucd.ie/library/students/information_skills/harvard.html
- Line spacing should be 1.5
- Each assignment should include the following:
 - Title page with assignment title, student names and numbers, date and lecturer name
 - Abstract
 - Table of contents
 - Introduction
 - Conclusion
 - Bibliography/Works Cited
 - Appendix (if necessary)

Submission

- One copy of the report should be handed to the lecturer on the submission date and one copy email to the lecturer
- Late submissions will not be accepted and will automatically receive a zero grade.

Presentation

- Presentations should be 30 minutes in duration (20 minutes for the presentation and 10 minutes for class discussion)
- Presentations may be prepared in Microsoft PowerPoint
- The use of media (pictures, movie clips, diagrams) to illustrate your research is greatly encouraged

The presentation will be evaluated on the ability of you to:

1. Identify a specific topic within the parameters of leader and case studies to illustrate
2. Explain the relevant theory surrounding the chosen leader and supportive case studies

Attendance & Participation

- All students must sign in at the start of class
- Students are encouraged to actively participate in class discussion
- Punctuality: any student arriving **15 minutes** after the start of class will be asked to leave as a courtesy to fellow students

Examination

- Examination advise will be given to students throughout the semester

Grading

Each component of the course will be assessed separately. Students will be graded according to the attached grading system as outlined in the HETAC Marks and Standards 2001, available at: http://www.hetac.ie/pdf/hetac_marks_standards_2001.pdf (page 35).

ATTENDANCE

Attendance is crucial. In the case of illness it is the student's responsibility to telephone the College office to notify the lecturer. See Academic Policies and Procedures in the ACD Catalogue.

ACADEMIC DISCIPLINE

Refer to the subsection on Academic Discipline in the current ACD Catalogue.