Date / Revision August 1, 2019/July 15, 2021/SaP
Faculty Business and Social Sciences
Study Program MGT/IBA/HTM

SUBJECT: Organizational Behavior & Development

1	Basic Information

1.01	Subject Name	Organizational Behavior & Development
1.02	Semester	3
1.03	Level	2
1.04	SKS	3
1.05	Mandatory / Curriculum	F-08
1.06	Subject Code	ORBD
1.07	Subject Code	BSS-F-ORBD-2000
1.08	Year	2017 (7)
1.09	Quality Control	Final Test, OFSE, Quiz, Paper, Presentation, Project, Group Work
1.10	Limitations	Min 12 and Max 32 students in one class
1.11	Combined with	MGT, IBA, HTM
1.12	Pre-requisite(s)	Business Management 1, Business Management 2, Management Theory & Sociology
1.13	Responsible Individual(s)	Dr. Samuel Prasetya, Dr (cand) Irma M Nawangwulan, MBA, CPM (Asia), Aditya N Putra, MPar, Timotius A Rachmat, MM (Hos)
1.14	Revision	July 15, 2021

2	Description of Subject

This course discusses the behavior of individuals and groups in the organization. The scope of this course is the behavior of the structure and processes of the organization. Levels of analysis include the level of individual, group and organizational. Topics behavior can be divided into individual behavior and group behavior and interpersonal influence. Individual behavior is divided into two parts: the behavior of individuals and their differences, as well as motivation. Group behavior and interpersonal influence are divided into four main

sections topics such as group behavior, intergroup behavior, power and politics, as well as leadership. Topics organizational structure essentially discusses organizational structure, as well as design work and organization. Topics include the process two things: the process of communication and decision-making process. The subject of this process will be completed with the organization's culture.

3	Objectives

- Behavior within organization
- Stress levels within organization
- Communication within members of the organization
- Political situation within organization
- Attitude in leadership
- Organization culture within organization

4	Competency

After having the course, students are expected to:
- After following this course, students are expected to understand organizational behavior comprehensively
- Students are expected to understand and be able to analyze behavior within organization
- Students are able how to motivate and manage stress levels within organization
- students are able to take the right decision and was able to establish good communication within members of the organization
- Student is able to analyze the political situation within organization
- Student represent good attitude in leadership
- Student able to create and analyze organization culture within organization

5	Learning Approach / Methodology

- Lectures/Class contact (time-tabled) supplemented with interactive questions and answers;
- Discuss and describe the solution of the problem in the company;
- Tutorial/Laboratory/Practice Classes: preview of materials, revision and/or reports writing;
- Student Study Effort: homework/assignment; preparation for test/quizzes/ examination.

6	Evaluation

5.1	Absence maximum	25%
5.2	Participation in Discussion	5 Points
5.3	Homework/Classwork	5 Points
5.4	Presentation/Simulation	10 Points
5.5	Quizzes	20 Points
5.6	Final Examination	60 Points
	Total	100 Points

7	Text Book and Reference

1	**Main Text Book:** "*Organizational Behavior Managing People and Organizations, 11th Edition -- 2014*", **Authors**: Ricky W. Griffin & Gregory Moorhead, Publisher: South-Western, Cengage Learning
2	**Supplement Textbooks:** "*Organizational Behavior, 15th Edition --2013*", **Authors:** Stephen P. Robbins & Timothy A. Judge, Publisher: Pearson

8	Content / Topics of Lecture

Week	Content/Topics of Lecturing	Text Book Chapter	Remark
1	**An Overview of Organizational Behavior:** What is Organizational Behavior? Organizational Behavior and the Management Process, Organizational Behavior and the Manager's Job, Contemporary Organizational Behavior, Contextual Perspectives on Organizational Behavior, Managing for Effectiveness. **The Changing Environment of Organizations:** Globalization and Business, Diversity and Business, Technology and Business, Ethics and Corporate Governance, New Employment Relationships.	Ch. 1 Ch. 2	Group assignment: Form group for group paper and presentation
2	**Foundations of Individual Behavior:** People in Organizations, Personality and Organizations, Attitudes in Organizations, Perception in Organizations, Types of Workplace Behavior.	Ch. 3	Group discussion
3	**Motivation in Organizations:** The Nature of Motivation, Need-Based Perspectives on Motivation, Process-Based Perspectives on Motivation, Learning-Based Perspectives on Motivation.	Ch. 4	Group discussion
4	**Motivating Employee Performance Through Work:**		Group

Week	Content/Topics of Lecturing	Text Book Chapter	Remark
	Motivation and Employee Performance, Work Design in Organizations, Employee Involvement and Motivation, Flexible Work Arrangements. **Motivating Employee Performance Through Rewards:** Goal Setting and Motivation, Performance Management in Organizations, Individual Rewards in Organizations, Managing Reward Systems.	Ch. 5 Ch. 6	presentation **Quiz 1**
5	**Managing Stress and the Work-Life Balance:** The Nature of Stress, Individual Differences and Stress, Common Causes of Stress, Consequences of Stress, Managing Stress in the Workplace, Work-Life Linkages.	Ch. 7	Group discussion
6	**Decision Making and Problem Solving:** The Nature of Decision Making, The Rational Approach to Decision Making, The Behavioral Approach to Decision Making, Creativity, Problem Solving, and Decision Making.	Ch. 8	Group discussion
7	**Evaluations on previous chapters and quiz**	All Chapter	**Quiz 2**
8	**Semester Break**		
9	**Foundations of Interpersonal and Group Behavior:** The Interpersonal Nature of Organizations, The Nature of Groups, Types of Groups, Stages of Group Development, Group Performance Factors, Intergroup Dynamics, Group Decision Making in Organizations.	Ch. 9	Group discussion
10	**Using Teams in Organizations:** Differentiating Teams from Groups, Benefits and Costs of Teams in Organizations, Types of Teams, Implementing Teams in Organizations, Promoting Team Success.	Ch. 10	Group discussion
11	**Communication in Organizations:** The Nature of Communication in Organizations, Methods of Communication, The Communication Process, Digital Information Processing and Telecommunications, Communication Networks, Managing Communication.	Ch. 11	Group discussion
12	**Traditional Models for Understanding Leadership:** The Nature of Leadership, Early Approaches to Leadership, The Emergence of Situational Leadership Models, The LPC Theory of Leadership, The Path-Goal Theory of Leadership, Vroom's Decision Tree Approach	Ch. 12 Ch. 13	Group presentation **Quiz 3**

Week	Content/Topics of Lecturing	Text Book Chapter	Remark
	to Leadership. **Contemporary Views of Leadership in Organizations:** Contemporary Situational Theories, Leadership Through the Eyes of Followers, Alternatives to Leadership, The Changing Nature of Leadership, Emerging Issues in Leadership.		
13	**Power, Politics, and Organizational Justice:** Influence in Organizations, Power in Organizations, Politics and Political Behavior, Organizational Justice. **Conflict and Negotiation in Organizations:** The Nature of Conflict in Organizations, Common Forms and Causes of Conflict, Reactions to Conflict, Managing Conflict, Negotiation in Organizations.	Ch. 14 Ch. 15	Group presentation
14	**Organization Culture:** The Nature of Organization Culture, Creating the Organization Culture, Approaches to Describing Organization Culture, Emerging Issues in Organization Culture, Managing Organization Culture.	Ch. 19	Group discussion
15	**Evaluations on previous chapters and quiz**	All Chapter	**Quiz 4**
16	**Silent Break**		
17/18	**Final Examination**		