
SYLLABUS

Date/ Revision April 11, 2017
Faculty Business and Social Sciences
Approval Dr. Samuel Prasetya

SUBJECT : ORGANIZATIONAL BEHAVIOR & DEVELOPMENT

1. Identification of Subject:

Name of Subject	: Organizational Behavior & Development	
Code of Subject	: MGNT-2000	MGNT-2001
SKS/ECTS	: 4 SKS	3 SKS
Semester	: 3	4
Lecturers	: Dr. Samuel Prasetya, Norman Yachya, MBA, Dr. I Made Artika, Wulan, MBA & Zairil, MM	
Study Programs	: B-MGT/B-IBA	B-HTM/B-INE

2. Competency

After having the course, students are expected to:

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

3. 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.

4. Learning Approach

Approach : Combination of expository - inquiry and collaborative
Method : Discussions, questions/answers, sample problems/cases
Student Task : Quizzes and group projects
Media : LCD projector

5. Evaluation

- a) Absence maximum : 25%
- b) Participation in discussion : 5 points
- c) Homework, Classwork : 5 points
- d) Presentation, Simulation : 10 points
- e) Daily Quiz : 20 points
- f) Final Examination : 60 points

Total : 100 points

6. Contents/ Topics of Lecturing:

Week	Content / Topics of Lecturing	Text Book Chapter	Remark
1	<p>An Overview of Organizational Behavior</p> <ul style="list-style-type: none"> • 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 <p>The Changing Environment of Organizations</p> <ul style="list-style-type: none"> • Globalization and Business • Diversity and Business • Technology and Business • Ethics and Corporate Governance • New Employment Relationships 	Ch. 1 Ch. 2	<p>Group assignment:</p> <p>1. Form group for group paper and presentation</p> <p>2. Individual paper</p>
2	<p>Foundations of Individual Behavior</p> <ul style="list-style-type: none"> • People in Organizations • Personality and Organizations • Attitudes in Organizations • Perception in Organizations • Types of Workplace Behavior 	Ch. 3	Group discussion
3	<p>Motivation in Organizations</p> <ul style="list-style-type: none"> • The Nature of Motivation • Need-Based Perspectives on Motivation • Process-Based Perspectives on Motivation • Learning-Based Perspectives on Motivation 	Ch. 4	Group discussion
4	<p>Motivating Employee Performance Through Work</p> <ul style="list-style-type: none"> • Motivation and Employee Performance • Work Design in Organizations • Employee Involvement and Motivation • Flexible Work Arrangements <p>Motivating Employee Performance Through Rewards</p> <ul style="list-style-type: none"> • Goal Setting and Motivation • Performance Management in Organizations • Individual Rewards in Organizations 	Ch. 5 Ch. 6	<p>Group presentation</p> <p>Quiz</p>

Week	Content / Topics of Lecturing	Text Book Chapter	Remark
	<ul style="list-style-type: none"> Managing Reward Systems 		
5	Managing Stress and the Work-Life Balance <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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
8	Semester Break: Only Make-Up Classes		
9	Foundations of Interpersonal and Group Behavior <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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 Quiz
12	Traditional Models for Understanding Leadership <ul style="list-style-type: none"> 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 to Leadership Contemporary Views of Leadership in Organizations	Ch. 12 Ch. 13	Group presentation

Week	Content / Topics of Lecturing	Text Book Chapter	Remark
	<ul style="list-style-type: none"> Contemporary Situational Theories Leadership Through the Eyes of Followers Alternatives to Leadership The Changing Nature of Leadership Emerging Issues in Leadership 		
13	<p>Power, Politics, and Organizational Justice</p> <ul style="list-style-type: none"> Influence in Organizations Power in Organizations Politics and Political Behavior Organizational Justice <p>Conflict and Negotiation in Organizations</p> <ul style="list-style-type: none"> 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	<p>Organization Culture</p> <ul style="list-style-type: none"> 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
16	Semester Break: Only Make-Up Classes		
17	Final Examination	All Chapter	

7. Book Reference:

a) Main Textbook

Ricky W. Griffin & Gregory Moorhead; *Organizational Behavior Managing People and Organizations 11th Edition*; South-Western, Cengage Learning, 2014.

b) Supplement Textbook

Stephen P. Robbins & Timothy A. Judge; *Organizational Behavior 15th Edition*; Pearson 2013.