Course Outline

Part I

Programme Title : Master of Education
Programme QF Level : 6
Course Title : Organisational Behaviour and Development
Course Code : BUS6004
Department : Social Sciences and Policy Studies
Credit Points : 3
Contact Hours : 39
Pre-requisite(s) : Nil
Medium of Instruction: English
Course Level : 6

Part II

The University's Graduate Attributes and seven Generic Intended Learning Outcomes (GILOs) represent the attributes of ideal EdUHK graduates and their expected qualities respectively. Learning outcomes work coherently at the University (GILOs), programme (Programme Intended Learning Outcomes) and course (Course Intended Learning Outcomes) levels to achieve the goal of nurturing students with important graduate attributes.

In gist, the Graduate Attributes for Sub-degree, Undergraduate, Taught Postgraduate, Professional Doctorate and Research Postgraduate students consist of the following three domains (i.e. in short "PEER & I"):
● **P**rofessional **E**xcellence;
● **E**thical **R**esponsibility; **&**
● **I**nnovation.

The descriptors under these three domains are different for the three groups of students in order to reflect the respective level of Graduate Attributes.

The seven GILOs are:
1. Problem Solving Skills
2. Critical Thinking Skills
3. Creative Thinking Skills
4a. Oral Communication Skills
4b. Written Communication Skills
5. Social Interaction Skills
6. Ethical Decision Making
7. Global Perspectives

1. Course Synopsis

This course introduces participants to the study of organisational behaviour with a specific focus on organisational development (OD). Participants will examine key concepts and theories of organisational behaviour at individual, group and organizational levels, their relationships on organisational outcomes, as well as the influences of organisational structure and culture. In particular, the ideas and practices of organisational development will be considered in relation to organisational change, employee development, and organisational strategy. Through participating in various learning tasks and projects, participants will be fully aware of the importance of human behaviour within organisation and the critical issues related to organisational adaptation to change and development.

2. Course Intended Learning Outcomes (CILO$_s$)

Upon completion of this course, students will be able to:

CILO$_1$	Understand the key concepts and theories of organisational behaviour
CILO$_2$	Diagnose the organisational behaviour issues and problems in the workplace with proper solutions
CILO$_3$	Examine the nature, process and practices in organisational development with a special reference to organisational culture and change
CILO$_4$	Determine appropriate forms of OD interventions for developing organisational members and achieving its organisational strategic goals

3. Content, CILOs and Teaching & Learning Activities

Course Content	CILOs	Suggested Teaching & Learning Activities
Nature and development of organisational behaviour	*CILO$_1$*	Lecture, group discussion, case study, literature review
Individual behaviours in organization: values, attitudes and perceptions	*CILO$_{1,2}$*	Lecture, illustration, demonstration, group discussion, case study, literature review, hands-on-practice, online searching, reflection and sharing
Motivation in the workplace	*CILO$_{1,2}$*	Lecture, illustration, demonstration, group discussion, case study, literature review, hands-

		on-practice, online searching, reflection and sharing
Group and team, power, conflicts, group decision making, and leadership	$CILO_{1,2}$	Lecture, illustration, demonstration, group discussion, case study, literature review, hands-on-practice, online searching, reflection and sharing
Organisational structure and design; organisational culture	$CILO_3$	Lecture, illustration, demonstration, group discussion, case study, literature review, hands-on-practice, online searching, reflection and sharing
Organisational change and development: models and techniques	$CILO_{3,4}$	Lecture, illustration, demonstration, group discussion, case study, literature review, hands-on-practice, online searching, reflection and sharing

4. Assessment

Assessment Tasks	Weighting (%)	CILO
a. An Individual Assignment. Participants are required to study a topic assigned by the lecturer, with appropriate review and application of relevant concepts and theories. They should provide an analysis of the problems and issues, their causes, as well as to propose possible solutions.	50	$CILO_{1,\,3}$
b. A Group Project. Participants are required to complete a group project assigned by the lecturer. They are required to diagnose an organisation with respect to an assigned topic and recommend how to improve the practice of the organisation.	40	$CILO_{2,4}$

c. Participation in other activities, such as discussion, presentation and self-directed study, assigned by the lecturer	10	*CILO$_{1, 2,3,4}$*

5. Required Text(s)

Robbins, S.P. and Judge, P.A. (2010). *Organizational behavior* (14th Ed). Upper Saddle River, N.J. : Pearson/Prentice Hall. (The 15th Ed will be published in the mid of 2012.)

6. Recommended Readings

Anderson, D.L. (2010). *Organization development: the process of leading organizational change*. Thousand Oaks, Calif. : Sage Publication.

Bowditch, J.L., Buono, A.F. and Stewart, M.M. (2008). *A primer on organizational behavior* (7th ed.). Hoboken, N.J. : Wiley.

Carter, L., Giber, D. and Goldsmith, M. (2001). *Best practices in organization development and change : culture, leadership, retention, performance, coaching : case studies, tools, models, research*. San Francisco, CA : Jossey-Bass Publishers ; Mass. : Linkage, Inc.

Colquitt, J.A., Lepine, J.A. and Wesson, M.J (2009). *Organizational behavior: improving performance and commitment in the workplace*. New York : McGraw-Hill/Irwin.

Cummings, T.G. and Worley, C.G. (2009). *Organization development and change* (9th **ed.).** Mason, Ohio : Thomson/South-Western.

Drucker, P.F. and Maciariello, J.A. **(**2008). *Management* (revised ed.) New York : Collins.

Greenberg, J. (2010). *Managing behavior in organizations* (5th ed.). Boston : Prentice Hall

Hofstede, G. and Hofstede, G.J. (2005). *Cultures and organizations: software of the mind* (revised and expanded 2nd ed.) New York : McGraw-Hill.

Jackson, J.C. (2006). *Organization development: the human and social dynamics of organizational change*. Lanham, Md. : University Press of America.

Osland, J.S, Turner, M.E., Kolb, D.A. and Rubin, I.M. (2007). *Organizational Behavior Reader*. Upper Saddle River, NJ : Pearson/Prentice Hall.

Rothwell, W.J. et al. (2010). *Practicing organization development: a guide for leading change* (3rd ed.) San Francisco, Calif. : Jossey-Bass.

Senior, B. and Fleming J. (2006). *Organizational Change* (3rd ed.). Harlow : Pearson Education Ltd

香港管理專業發展中心 (2002). 《組織行為與人事管理》（第三版）香港：中文大學出版社

7. Related Web Resources

American Society of Training and Development (http://www.astd.org)

Free Management Library (http://www.managementhelp.org/)

Hong Kong Institute of Human Resource Management (http://www.hkihrm.org)

Hong Kong Productivity Council (http://www.hkpc.org.)

OB Web (http://www.obweb.org/)

OD Portal (http://www.odportal.com/)

8. Related Journals

Academy of Management Journal

Academy of Management Review

Journal of Leadership and Organizational Studies

Journal of Organisational Change Management

Journal of Organizational Behavior

Journal of Organizational Behavior Management

Leadership and Organisational Development Journal

Organization Development Journal

Organization Studies

9. Academic Honesty

The University upholds the principles of honesty in all areas of academic work. We expect our students to carry out all academic activities honestly and in good faith. Please refer to the Policy on Academic Honesty, Responsibility and Integrity (https://www.eduhk.hk/re/uploads/docs/000000000016336798924548BbN5). Students should familiarize themselves with the Policy.

10. Other

Nil