Part I

Programme Title: Bachelor of Social Science Education (Honours) (Greater China Studies)

Programme QF Level: 5

Course Title: Organisational Behaviour

Course Code: GCS3024

Department: Department of Asian and Policy Studies

Credit Points: 3

Contact Hours: 39

Pre-requisite(s): Nil

Medium of Instruction: EMI

Course Level: 3

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 Undergraduate, Taught Postgraduate and Research Postgraduate students consist of the following three domains (i.e. in short “PEER & I”):

- Professional Excellence;
- Ethical Responsibility; &
- Innovation.

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**

Human Resources Professionals require the necessary understanding of the exchanges that take place between individuals in the workplace. This course aims to ensure that students are familiar with the nature of organisations, their structures, processes and working environments, and particularly the specific characteristics of public and private organisations. It enables students to understand some of the key concepts and theories in organisational behavior; and analyze the implications of organisational behavior for public and private sector management.

2. **Course Intended Learning Outcomes (CILOs)**

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

- **CILO₁** Critically understand individual and group behaviour, and appreciate the implications of organisational behaviour on the process of management
- **CILO₂** Identify and explain the basic elements of organisational structure and evaluate their impact on employees
- **CILO₃** Build and appraise the suitability of different leadership styles and conflict management strategies used in organisations
- **CILO₄** Develop the awareness and understanding of organisational change and culture that influences the working relationships within organisations and summarize its impacts and develop research, presentation and writing skills

3. **Content, CILOs and Teaching & Learning Activities**

<table>
<thead>
<tr>
<th>Course Content</th>
<th>CILOs</th>
<th>Suggested Teaching &amp; Learning Activities</th>
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<tbody>
<tr>
<td>Features and development of organisational behaviour in an organization.</td>
<td>CILO₁</td>
<td>Lectures: Presentation and discussion of the frameworks, concepts, practices and synthesis of key references.</td>
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<td>Group assignment – Sector analysis.</td>
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<td>Seminars: Students present case relevant to current communication management issues, topics and scenarios.</td>
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<td>Managing workplace motivation.</td>
<td>CILO₂,₄</td>
<td>Presentations: Comparing and contrasting different policy approaches in promoting more socially cohesive and politically stable society.</td>
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<td>Managing group and team, power, conflicts, group decision making, and leadership.</td>
<td>CILO₃,₄</td>
<td>Mid-term quiz.</td>
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<td>Organisational change and development: models and techniques.</td>
<td>CILO₁₋₄</td>
<td>Web and library search.</td>
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<td>Reading lecture notes and key references.</td>
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4. Assessment

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<th>Assessment Tasks</th>
<th>Weighting (%)</th>
<th>CILOs</th>
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<tbody>
<tr>
<td>(a) Research, Write Up and Presentation</td>
<td>40%</td>
<td>CILO$_{1,2}$</td>
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<tr>
<td>- Research, write up and presentation of Group Assignment. Students will work as</td>
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<td>a member of a small group / team to develop answers / perspectives on assigned</td>
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<td>projects imbued with sufficient flexibility to facilitate creative student</td>
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<td>adaptation; locate relevant information; evaluate, organise &amp; synthesize</td>
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<td>materials; present ideas to the class in a clear, concise; and stimulating</td>
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<td>way; engage with classmates in answering questions and discussing presentation</td>
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<td>topics. Students will then be required to compose a group essay approximately</td>
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<td>1,500 to 2,500 words based on their group presentation. This supports to</td>
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<td>appraise the student’s analytic and interpretive ability to apply relevant</td>
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<td>theories, concepts, and skills to the issue of Organisation Behaviour.</td>
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<td>(b) Class Discussion / Participation</td>
<td>20%</td>
<td>CILO$_{1,4}$</td>
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<td>- Students are expected to study relevant readings before s/he attends the</td>
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<td>classes and must participate actively in the discussion (in-class or online).</td>
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<td>(c) Quiz</td>
<td>40%</td>
<td>CILO$_{1,4}$</td>
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<td>- Students will have to face a short test. This supports to appraise the</td>
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<td>student’s understanding and actual transfer of learning.</td>
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5. Required Text(s)


6. Recommended Readings


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
9. **Academic Honesty**

The University adopts a zero tolerance policy to plagiarism. For the University’s policy on plagiarism, please refer to the *Policy on Academic Honesty, Responsibility and Integrity with Specific Reference to the Avoidance of Plagiarism by Students* ([https://www.eduhk.hk/re/modules/downloads/visit.php?cid=9&lid=89](https://www.eduhk.hk/re/modules/downloads/visit.php?cid=9&lid=89)). Students should familiarize themselves with the Policy.

10. **Others**

Nil