**Course Code and Course Title**

|  |
| --- |
| **GENERAL INFORMATION** |
| Instructor: Prof HUI, ChunEmail: chunhui@hku.hkOffice: KK711Phone: 3917-5138Consultation times: TBAClass Time: Thursday, 1:30 -4:20 pmVenue: LE2Course materials: Available on Moodle in due course |
| **COURSE DESCRIPTION**  |
| A course on the concepts and key research findings which can help us to understand human behaviour in organisations. Topics include motivation, leadership theory, group dynamics, morale, communications, control techniques and organisational culture. |
| Pre-requisite(s): NoneCo-requisite(s): NoneMutually exclusive: None |
| **COURSE OBJECTIVES** |
| 1. Develop critical thinking
2. Learn organizational behavior theories.
3. Understand organizational contexts.
4. Apply OB knowledge to solving management problems.
5. Practice communication skills.
 |
| **FACULTY LEARNING GOALS (FLGs)** |
| **FLG1**: Acquisition and internalization of knowledge of the programme discipline**FLG2**: Application and integration of knowledge**FLG3**: Inculcating professionalism**FLG4**: Developing global outlook**FLG5**: Mastering communication skills**FLG6**: Cultivating leadership |
| **COURSE LEARNING OUTCOMES (CLOs)**  |
| **Course Learning Outcomes** | **Aligned Faculty Learning Goals (FLGs)** |
| CLO1: Demonstrate critical thinking when presented with managerial problems and express their views and opinions on managerial issues in an articulate way. | FLG1, FLG2, FLG3 |
| CLO2: Understand organizational behavior theories. | FLG1 |
| CLO3: Understand organizational contexts in which human behaviors take place. | FLG1, FLG2, FLG4 |
| CLO4: Conduct topic and case analysis to apply theoretical concepts. | FLG2, FLG3 |
| CLO5: Prepare and present structured presentations and reports. | FLG5, FLG6 |
| **COURSE TEACHING AND LEARNING ACTIVITIES** |
| **Course Teaching and Learning Activities** | **Expected Study Hours** | **Study Load****(% of study)** |
| T&L1. Lecture with interactive presentation  | 24 hours | 20% |
| T&L2. Case Discussions | 3 hours | 2.5% |
| T&L3. Workshop  | 3 hours | 2.5% |
| T&L4. Exercise  | 3 hours | 2.5% |
| T&L5. Group Presentation | 24 hours | 20% |
| T&L6. Self-study | 63 hours | 52.5% |
| Total | 120 hours *(within 120-150 hours)* | 100% |
|  |
| **Assessment Methods** | **Brief Description (Optional)** | **Weight** | **Aligned Course Learning Outcomes** |
| A1: | In-class Group Discussion Activities | 10% | CLO1, CLO2, CLO3, CLO4 |
| A2: | Exercises  | 60% | CLO1, CLO2, CLO3, CLO4 |
| A3: | Group Presentation | 30% | CLO1, CLO2, CLO3, CLO4, CLO5 |
| A…: |  |  |  |
|  | Total | 100% |  |
|

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coursework / Examination Ratio:** | **0** | **%** | **/** | **100** | **%** |  |

 |
|  |
| **STANDARDS FOR ASSESSMENT** |
| **Course Grade Descriptors**  |
| A+, A, A- | Student has consistently demonstrated an excellent grasp of organizational behavior concepts as evidenced by original or exceptionally astute analysis and synthesis of student work. |
| B+, B, B- | Student has demonstrated a substantial grasp of organizational behavior concepts, as evidenced by above average performance in analysis and synthesis of student work. |
| C+, C, C- | Student has demonstrated a fair grasp of organizational behavior, as evidenced by average performance in analysis and synthesis of student work. |
| D+, D | Student has demonstrated a limited grasp of organizational behavior concepts, as evidenced by barely satisfactory performance in analysis and synthesis of student work. |
| F | Student has demonstrated a very limited grasp of organizational behavior concepts, as evidenced by poor performance in analysis and synthesis of student work. |
|  |
| **Assessment Rubrics for Each Assessment** (Please provide us the details in a separate file if the space here is not enough) |
| *1. In-class Group Discussion Activities (10%)*Discussion and sharing in class will be considered in assigning points for p.Grading Criteria

|  |  |
| --- | --- |
| **CLO** | CLO1, CLO2, CLO3, CLO4 |
| **A+, A, A-** | Extremely well prepared for class discussion, active in sharing views, participate in at least 90%of these activities |
| **B+, B, B-** | Partially prepared for class discussion, quite active in sharing views, and participate in at least 80% of these activitiesof classes |
| **C+, C, C-** | Not well prepared for class discussion, only occasionally sharing views, and participate in at least 70% of these activities70% of classes |
| **D+, D** | Not well prepared for class discussion, no sharing of views, and attend at least 60% of these  activities |
| **F** | Never prepared for class discussion, no sharing of views, and attend less than 50% of these activities |

*2. Exercises (60%)*Students will be asked to complete one in-class, closed book exercises on the major organizational behavior theories and their applications to business contexts. The exercise accounts for 60% of the final grade. The test will be used to assess students’ (a) understanding of key management principles, and (b) application of the learned knowledge and theories. The exercises consist of multiple choice and essay questions. Grading Criteria

|  |  |
| --- | --- |
| **CLO** | CLO1, CLO2, CLO3, CLO4 |
| **A+, A, A-** | 90-100% of the responses are accurately and clearly marked. |
| **B+, B, B-** | 80-89% of the responses are accurately and clearly marked. |
| **C+, C, C-** | 70-79% of the responses are accurately and clearly marked. |
| **D+, D** | 60-69% of the responses are accurately and clearly marked. |
| **F** | Less than 60% of the responses are accurately and clearly marked. |

*3. Group Presentation (30%)*Students are divided into groups and are required to conduct an analysis of management-related topics. The group presentation will be evaluated based on five criteria (i.e., presentation style, content coverage, articulation on critical issues, use of concepts discussed in class, quality of interaction). In determining the grade, input from the audiences’ evaluations and their questions will be considered.Grading Criteria

|  |  |
| --- | --- |
| **CLO** | CLO1, CLO2, CLO3, CLO4, CLO5 |
| **A+, A, A-** | Professional presentation style, comprehensive content coverage, well-articulated on criticalissues, effective use of management concepts, and quality interaction with audience. |
| **B+, B, B-** | Decent presentation style, appropriate content coverage, clear discussion of critical issues,moderately effective use of management concepts, and acceptable interaction with audience. |
| **C+, C, C-** | Mediocre presentation style, limited content coverage, marginally acceptable discussion ofcritical issues, infrequent use of management concepts, and limited interaction with audience. |
| **D+, D** | Weak presentation style, key content omitted, unclear focus on critical issues, very limited useof management concepts, and poor interaction with audience. |
| **F** | Unacceptable presentation style, questionable content coverage, omitting critical issues, zerouse of management concepts, and no interaction with audience. |

 |
| **COURSE CONTENT AND TENTATIVE TEACHING SCHEDULE** |
|

|  |  |
| --- | --- |
| Date | Topics |
| Topic 1: September 1 | Introduction What is Organizational behavior? Is it important? (Chap 1)  |
| Topic 2: September 8 | Attitudes (Chap 3) |
| Topic 3: September 15 | Personality (Chap 4) |
| Topic 4: September 22 | Perception (Chap 5) |
| September 29 | Exercise 1 |
| Topic 5: October 6 | Emotions (Chap 6)  |
| October 13 | Reading Week |
| Topic 6: October 20 | Motivation (Chap 7) |
| Topic 7: October 27 | Groups (Chap 9) |
| Topic 8: November 3 | Leadership (Chap 13) |
| November 10 | Group Presentation |
| November 17 | Group Presentation |
| November 24 | Exercise 2 |
|  |  |

Note: The above schedule may be subject to change without prior notice. Changes will be announced in class. |
| **REQUIRED/RECOMMENDED READINGS & ONLINE MATERIALS** (e.g. journals, textbooks, website addresses etc.) |
|  |
| **MEANS/PROCESSES FOR STUDENT FEEDBACK ON COURSE** |
| [ ]  conducting mid-term survey in additional to SETL around the end of the semester[ ]  Online response via Moodle site[ ]  Others: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (please specify) |
| **COURSE POLICY** (e.g. plagiarism, academic honesty, attendance, etc.) |
| **• Academic dishonesty is an assault upon the basic integrity and meaning of a University. Cheating, plagiarism and other forms of academic dishonesty are serious acts that erode the University’s educational role and degrade the value of one’s degree.****• All students should support and share responsibility for the academic integrity in the HKU community, as well as their own work. You are expected to:****o Refrain from cheating, plagiarism or other forms of academic misconduct****o Not to aid or abet others to commit any form of academic misconduct****o Report to teacher or the Faculty Office about any incident of academic misconduct observed****• Plagiarism and cheating are extremely serious intellectual crime and will not be tolerated to any extent in HKU. Any act of plagiarism or cheating is a disciplinary matter that can result in serious consequences, including expulsion from the University.****• Please check the University Statement on plagiarism on the web: http://www.hku.hk/plagiarism/. Please also be familiar with the HKU regulations and policies on attendance, absence, examination, and copyright (e.g., HKU Undergraduate Student Handbook).** |
| **ADDITIONAL COURSE INFORMATION** (e.g. e-learning platforms & materials, penalty for late assignments, etc.) |
| **Textbook: Robbins and Judge. 18th Edition. Organizational Behavior. Pearson.****Discussion materials: Provided by instructor** |