



**THE UNIVERSITY OF HONG KONG**  
**Faculty of Business and Economics**

**MGMT3405\_ Organizational Behavior**  
**2016-2017 Second Semester**

**I. Information on Instructor**

Position	Name	Email	Phone	Office
Instructor	Prof HUI, Chun □ □	chui@business.hku.hk	3917-5138	KKL 711

(Office Hour: Wed 2:30 p.m. – 3:30 p.m.  
or by appointment)

**II. Class Meeting Time:**

The class meets three hours weekly from September 1, 2015 to November 30, 2015 excluding the reading week (Oct 12 - 17) and university holidays. The class meeting time is listed below:

Section	Date and Time	Classroom
MGMT3405	WE 09:30 – 12:20	KK LG103

**III. Course Description and Objectives:**

This course introduces students to important topics in organizational behaviour, including personality, motivation, leadership, groups, organizational structure and globalization. These topics enhance understanding of human behaviors in organizational contexts and provide insights into solving organizational problems.

**IV. Course Learning Outcomes (CLOs):**

By the end of the course, students should be able to:

- CLO1.* Demonstrate critical thinking when presented with managerial problems and express their views and opinions on managerial issues in an articulate way.
- CLO2.* Understand organizational behavior theories.
- CLO3.* Understand organizational contexts in which human behaviors take place.
- CLO4.* Conduct topic and case analysis to apply theoretical concepts.
- CLO5.* Prepare and present structured presentations and reports.

**V. Alignment of Program and Course Outcomes:**

Program Learning Outcomes	Course Learning Outcomes
1. Acquisition and internalization of knowledge and skills in key functional areas	CLO1, CLO2, CLO3
2. Application and integration of business knowledge	CLO2, CLO3, CLO4
3. Inculcating professionalism and leadership	CLO1, CLO4
4. Developing global outlook	CLO2
5. Mastering communication skills	CLO4, CLO5

**VI. Teaching and Learning Activities:**

1. *Lectures*  
Interactive lectures on major concepts and issues with PowerPoint slides are conducted.
2. *In-class Activities*  
Students are invited to participate in class activities and share their views and feelings.
3. *Videos*  
Students are invited to discuss specific sets of questions based on the videos shown in class.
4. *Group Case Analysis*  
Students are divided into groups and are required to meet outside the class, analyze the assigned case, and submit a written report.
5. *Group Presentations*  
Students are divided into groups and are required to conduct a management project. Each group prepares and delivers a 30-minute oral presentation.

COURSE TEACHING AND LEARNING ACTIVITIES		
Course Teaching and Learning Activities	Expected contact hour	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	6 hours	5%
T&L5. Group Presentation	24 hours	20%
T&L6. Self study	60 hours	50%
Total	120 hours (within 120-150 hours)	100%

**VII. Assessment:**

1. In-class Group Discussion Activities	10%
2. Exercise	60%
3. Group Presentation	<u>30%</u>
Total	<u>100%</u>

*Peer Evaluation for Group Work*

In normal cases, each individual group member receives the same total score for his/her group work. However, in some cases, individual group members' scores will be adjusted depending on their efforts and contribution to the group work. At the end of the semester, students will be given an opportunity to submit peer-evaluation forms if or when issues of inequity arise.

**VIII. Standards for Assessment:***1. In-class Group Discussion Activities (10%)*

Discussion and sharing in class will be considered in assigning points for p.

## Grading Criteria

CLO	CLO 1, CLO 4
<b>A+, A, A-</b>	Extremely well prepared for class discussion, active in sharing views, participate in at least 90% of these activities
<b>B+, B, B-</b>	Partially prepared for class discussion, quite active in sharing views, and participate in at least 80% of these activities
<b>C+, C, C-</b>	Not well prepared for class discussion, only occasionally sharing views, and participate in at least 70% of these activities
<b>D+, D</b>	Not well prepared for class discussion, no sharing of views, and attend at least 60% of these activities
<b>F</b>	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 two in-class, closed book exercises on the major organizational behavior theories and their applications to business contexts. Each exercise accounts for 30% of the final grade. The second exercise is not cumulative. The test will be used to assess students' (a) understanding of key management principles, and (b) application of the learned knowledge and theories. The final examination consists of multiple choice questions only. Students should choose one best answer for each question and mark the chosen answer clearly on the answer sheet provided. Each correct answer will be awarded one point. Each incorrect or missing answer will have zero point.

## Grading Criteria

CLO	CLO 2, CLO 3
<b>A+, A, A-</b>	90-100% of the responses are accurately and clearly marked.
<b>B+, B, B-</b>	80-89% of the responses are accurately and clearly marked.
<b>C+, C, C-</b>	70-79% of the responses are accurately and clearly marked.
<b>D+, D</b>	60-69% of the responses are accurately and clearly marked.
<b>F</b>	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	CLO 1, CLO 2, CLO 4
<b>A+, A, A-</b>	Professional presentation style, comprehensive content coverage, well-articulated on critical issues, effective use of management concepts, and quality interaction with audience.
<b>B+, 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.
<b>C+, C, C-</b>	Mediocre presentation style, limited content coverage, marginally acceptable discussion of critical issues, infrequent use of management concepts, and limited interaction with audience.
<b>D+, D</b>	Weak presentation style, key content omitted, unclear focus on critical issues, very limited use of management concepts, and poor interaction with audience.
<b>F</b>	Unacceptable presentation style, questionable content coverage, omitting critical issues, zero use of management concepts, and no interaction with audience.

## IX. Relationship Among Course Learning Outcome, Teaching and Learning Activities and Assessments:

Learning Outcome (LO)	Teaching Activity (TLA)	Assessment
<b>1.</b> Acquisition and internalization of knowledge of major business disciplines	TLA1, TLA2, TLA3, TLA4, TLA5	A1, A2, A3
<b>2.</b> Application and integration of knowledge	TLA1, TLA2, TLA3, TLA4, TLA5	A1, A2, A3
<b>3.</b> Inculcating professionalism and leadership	TLA3, TLA5	A1, A3
<b>4.</b> Developing global outlook	TLA1, TLA2	A2, A3
<b>5.</b> Mastering communication skills	TLA2, TLA5	A1, A3

## X. Academic and Class Conduct

- 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:
  - Refrain from cheating, plagiarism or other forms of academic misconduct
  - Not to aid or abet others to commit any form of academic misconduct
  - 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).

## XI. Course Materials, Schedule and Topics

**Textbook:** Robbins and Judge. Organizational Behavior (16<sup>th</sup> edition). Pearson.

**Discussion materials:** Provided by instructor

## XII. Tentative Course Schedule

Date	Topics
Jan 18	Introduction What is Organizational behavior? Is it important? (Chap 1)
Jan 25	Attitudes (Chap 3)
Feb 1	Lunar New Year Break
Feb 8	Emotions (Chap 4)
Feb 15	Personality and Values (Chap 5)
Feb 22	Perception and Decision Making (Chap 6)
Mar 1	Exercise 1 (Chap 1, 3, 4, 5, 6)
Mar 8	Reading Week
Mar 15	Motivation (Chap 7)
Mar 22	Groups (Chap 9)
Mar 29	Leadership (Chap 12)
Apr 5	Power and Politics (Chap 13) Conflict and negotiation (Chap 14)
Apr 12	Exercise 2 (Chap 7, 9, 12, 13, 14)
Apr 19	Group Presentation
Apr 26	Group Presentation

Note: The above schedule is subject to change with prior notice.