

**THE AMERICAN
BUSINESS SCHOOL
PARIS**

COURSE TITLE : ORGANIZATIONAL BEHAVIOR

COURSE NUMBER : MGT 220

CREDITS : 3

PREREQUISITE : MGT 110

SEMESTER HOURS : 45

OFFERED : SPRING

COURSE DESCRIPTION & OBJECTIVES :

Upon completion of this course, a student will be able to demonstrate an understanding of the theories and applications of organizational behavior having gained insight into what makes an organization function. The student will begin to know the human beings who design organizations and work within them. The course provides keys to help students understand why some organizations work more effectively than others.

INSTRUCTIONAL METHODOLOGY :

The course is developed through class discussions, case studies, o,-class exercises, questionnaires, videos & simulations. Students are expected to thoroughly read text materials and participate in class discussion. Will be covered in class :

The Individual -Introduction : What is OB ?

- Personality & emotions – implications for managers

The Group understanding work teams

- Barriers to effective communication
- Power & Politics
- Conflict & negotiation

The Organization Structure

- work design & technology ; Human Resource practices – performance evaluations
- union/management interface ; international HR practices

Organizational Dynamics

- managing change/stimulating innovation
- managing stress

TEXT : *Organizational Behavior*, Robbins, Prentice Hall, 11th Edition, 2005

EVALUATION :

The final grade will be made up of class participation (10%), case studies, quizzes, presentations (40%), a mid-term test (20%) and the final examination (30%).