

RBSIS020A -Intensive Seminar on Organizational Behavior

Course Module	: Intensive Seminar on Organizational Behavior
Credit (ECTS)	: 2
Course Type	: Elective
Language of Instruction	: English
Offered by	: RBS
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Lecturer	: Debora Wintriarsi Handoko, SE., MM., MSc.

Course description and objectives:

This course provides students with an understanding of factors influencing the behaviors of individuals within an organization. It focuses on how human behavior and organizational environment contribute to organizational effectiveness. In particular, it discusses foundations of human behavior, group interaction, and organizational system. The impacts of these three factors on individual employee behaviors (e.g. productivity, absenteeism, turnover, deviant workplace, organizational citizenship behavior and job satisfaction), as well as some different cultural context on organizational behavior will be examined.

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

- a. describe the importance of organizational behavior as a discipline
- b. describe individual factors underlying employee behavior, namely, diversity, values, attitudes, personality, emotions and moods, perceptions, individual decision making, motivation theories and applications.
- c. describe how group dynamics influence employee behavior, such as group structure, communication, leadership, conflict management, and intergroup behavior.
- d. describe how organizational influences on employee behavior, including the impact of culture and change on individual and group behavior approaches to developing organizations.
- e. describe how a different cultural context impacts organizational behavior.

Teaching Methods:

This is an **intensive seminar** that is **offered on four evenings in a timeslot of two weeks**, with lectures, mini-case presentation, and discussion.

Entry Level:

Student must be able to understand, speak and write English at a sufficient level.

Literature:

1. Chapters from: Robbins, S.P. and Judge, T.A. (2017). Organizational Behavior, 16th ed, Pearson International
2. Chapters from: Uhl-Bien, M., Schermerhorn Jr, J.R., and Osborn, R., N. (2014). Organizational Behavior, 13th ed, WILEY
3. Supporting materials obtained from various sources, such as research articles, newspapers, magazines, real cases, as well as other materials that support the delivery of material relating to the Organizational Behavior concept.

Assesment: Take-home exam