National University of Singapore
NUS Business School
Department of Management and Organisation

Module Code and Title: MNO3301 Organizational Behavior

Semester 1, AY2015/2016

Module Instructor: Dr. CHIA Ho-Beng

Module Description:

This module is about the human side of enterprises. The intellectual roots are from the behavioral sciences of psychology, social psychology, sociology, and anthropology. In this module, participants explore current issues and challenges people face within organizations.

Aside from the theoretical knowledge, we would like participants to do their own research on the techniques and processes that converts theory into practice. In other words, we will learn the theory together, and also look for ways to put theory to work. We are expecting everyone to do her/his part at contributing to our knowledge.

There are two great objectives in this module. The first, of course, is to learn something about organizational behaviour. The more important second objective is to help you become better independent self-directed learners. The final goal should be that you are able to find information on any subject, evaluate their validity, integrate and synthesize information in such a way that is useful, and finally, to share this in a simple way.

Learning Outcomes:

This course is a LEARNING JOURNEY for us to find answers to issues in Organizational Behavior. Let's examine the key word "learning."

   learn·ing [lur-ning]

   1. knowledge acquired by systematic study in any field of scholarly application.
   2. the act or process of acquiring knowledge or skill.
   3. *psychology.* the modification of behavior through practice, training, or experience.

At the end of the course we hope to achieve the following:
   • Increased confidence and ability for self-directed and independent learning
   • Better able to identify issues, conduct research; and evaluate, analyse, and synthesize information into integrated wholes
   • Increased knowledge of the current issues and possible alternatives with respect to humans in the workplace
   • Better able at applying the knowledge acquired

On wise professors:
The late professor Tan Chwee Huat, said to me once when I was an undergraduate:
"Sometimes, it is more important to know the question, than to know the answer."
His point was that knowing starts with questions. Without questions, there is no motivation to seek answers. Thus, questions are the seeds of finding knowledge. In fact, some research suggest that what distinguishes humans from other species of animals is the innate need to ask "Why?"

When I was in graduate school at UBC, whenever I asked the late professor Peter Frost a question, he would ask me 3 questions in return. He provided no answers, only questions. I had to discover the answers for myself. Learning on our own is the fundamental skills of continuous adaptation to a rapidly changing world that we live in.

Modes of Teaching and Learning:

This is a level-3 module, and as such, we expect participants to co-educate all participants including your facilitator. Within broader topics, bring new and interesting information to us all. You are expected to give several short what the Provost calls "Flip Lectures"
You will play a large part in the research for and presenting of the knowledge to fellow participants in class. Identifying issues, searching for information, and converting ideas into practical techniques and processes should be well within level-3 capabilities. We just need to focus, practice, and sharpen these skills.

Syllabus:
Some tentative topics:
- Individual differences and diversity
- Teams
- Emotions and moods
- Positive psychology
- Motivation
- Attributions and schemata

Readings:

Robbins & Judge. Organizational Behavior. Pearsons

Assessment (%):

Tentative assessments

4 MCQ tests	40%
3 individual reflective essays	15%
(500 words on "How I applied what I learnt")	
Individual class contribution	10%
Leadership in discussion (team)	15%
Team case presentation and discussion	20%

Pre-requisite(s):

MNO1001

ACADEMIC HONESTY & PLAGIARISM

Academic integrity and honesty is essential for the pursuit and acquisition of knowledge. The University and School expect every student to uphold academic integrity & honesty at all times. Academic dishonesty is any misrepresentation with the intent to deceive, or failure to acknowledge the source, or falsification of information, or inaccuracy of statements, or cheating at examinations/tests, or inappropriate use of resources.

Plagiarism is 'the practice of taking someone else's work or ideas and passing them off as one's own' (The New Oxford Dictionary of English). The University and School will not condone

plagiarism. Students should adopt this rule - You have the obligation to make clear to the assessor which is your own work, and which is the work of others. Otherwise, your assessor is entitled to assume that everything being presented for assessment is being presented as entirely your own work. This is a minimum standard. In case of any doubts, you should consult your instructor.

Additional guidance is available at:
http://www.nus.edu.sg/registrar/adminpolicy/acceptance.html#NUSCodeofStudentConduct

Online Module on Plagiarism:
http://emodule.nus.edu.sg/ac/