

## Organizational Behavior

Course Name	Course section (credit/hours)		Required course(3/3)			course code	I071
	course item					course component	
	Target students Division/major/grade					opening semester	2021 1ST SEMESTER
	Class time and classroom		Mon B(Da310)Thu B(Da310)			English Grade	A(100%English)
Reference to this course	Credit compositon		Theory(3) + Design(0) + Practice(0)				
	Prerequisite courses						
	Related basic courses						
	Recommanded concurrent courses						
	Related advanced course						
Instructor	Name (title/division)		Dae Yong Jeong(Professor, Business Administration)				
	Office Room Number	다산관 424	Extension Number	2840	e-mail	dyjeong@ajou.ac.kr	
	Office hour	1pm-2:30pm, Tue.		Homepage address			
Teaching Assistant	Name (title/division)						
	Office Room Number	509 Dasan Hall	Office phone Number	010-7383-4537	e-mail	ich45337@hanmail.net	

### 1. Course Introduction

The field of Organizational Behavior (OB) is devoted to the study of how individuals relate in workplace and how groups and organizations affect their members. This course will introduce you to the central concepts, theories and frameworks in OB. The cases assigned will help you sharpen your skills in applying those theories and frameworks to analyze real management problems and develop appropriate solutions.

The course is divided into two major parts. The earlier part is “micro” in nature. We focus here on “individuals” in organizations. In the process, we will learn about individual differences in various aspects (e.g., personality, ability, motivation, creativity, perception, and value), and how to channel their effort and behavior in ways (e.g., learning, job design, appraisal, and pay system) that promote the achievement of organizational objectives and the well-being of the organizational members. The later part is more “macro” in nature, and deals with a variety of topics, including organizational structure, culture, ethics, work teams, leadership, power, politics, etc. We will here learn about how organizations can affect individual behaviors and discuss how to design organizations so that organizational members work together to achieve real synergies.

### 2. Course Objectives & course outcome

### 3. Class types and activities

1. We hold live online classes in Zoom due to the COVID-19 situation (A couple of offline classes could be held if necessary). You must have a camera & a microphone in your computer and turn them on during class to show your face/upper body (no mask) and participate in discussions effectively. Two offline exams will be given.

2. I do not use a spoon-feeding teaching style. Learning in my class is based on collective action (discussion-bases class), and all activities in class will be conducted in English only, You are required to complete the readings prior to each class, contribute to the discussion of the material, and ask questions when you do not understand. You will learn from your classmates and help them learn. As an instructor, I am here to facilitate your mutual teaching and learning, not to give you "the answers." Active participation in discussions is expected, and your participation will be evaluated. As such, you should have an appropriate level of English skills and willingness to participate in class activities.

WARNING: If you are uncomfortable or unwilling to participate and contribute to a joint-learning environment, you should consider taking another course (or taking this course with another instructor).

### 4. Teaching Method

☒ lecture

☒ discussion and debate

☒ team project(presentation and case studies)

☐ experiments(role-playing,etc)

☐ designing and production

☐ on-site learning(on-site training)

☐ others

### 5. Support Systems in Use

☒ AjouBb

☐ automatic recording system

☐ web-based assignment

☒ cyber lecture

☐ online content

☐ class behavior analyzing system

☐ others

### 6. Teaching Tools

☒ PBL(Problem Based Learning)

☒ CBL(Case Based Learning)

☒ TBL(Team Based Learning)

☐ UR(Undergraduate Research)

☐ FL(Flipped Learning)

☐ DSAL(Data Sciencd Active Learning)

☐ others

### 7. Evaluation method of course outcome

Evaluation Item	The Number of Times	Evaluation Proportion	Remarks
Attendance			

## 7. Evaluation method of course outcome

Evaluation Item	The Number of Times	Evaluation Proportion	Remarks
midterm exam	1	35%	Short essay questions.
final exam	1	35%	Short essay questions.
quiz		10%	Pop-quizzes (unannounced) will be given several times throughout the semester.
presentation			
discussion			
homework			
etc		20%	Participation in class activities
study hours	3-7 hours depending on your abilities		

## 8. Textbook and Reference material

Main/Sub	Title	Writer	Publisher	Publication year
Main	Course pack (Various Articles)	Authors	Publishers	0000
Main	Understanding & Managing Organizational Behavior	George, M. J. & Jones, G. R	Pearson Education Co	2012

## 9. Class system and Class shedule

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### < Schedule >

\* language : K-korean, E-English

Weeks	Title of lecture	language	time distribution(minutes)			Teaching Method	evaluation method
			theory	design	experiment practice		
1	Introduction to the field of OB	E	3				
2	Individual Differences: Personality & Ability	E	3				
3	Individual Differences: Value Job Satisfaction & Performance	E	3				

**< Schedule >**

\* language : K-korean, E-English

Weeks	Title of lecture	language	time distribution(minutes)			Teaching Method	evaluation method
			theory	design	experiment practice		
4	Work Motivation	E	3				
5	Learning & Creativity	E	3				
6	Perception Job Design, Appraisal & Pay System	E	3				
7	Organization Design & Structure I Exam Review	E	3				
8	Mid-term Exam (Offline)	E	3				
9	Organization Design & Structure II Overcoming Resistance to Change	E	3				
10	Organizational Culture and Ethics I	E	3				
11	Organizational Culture and Ethics II	E	3				
12	Leadership	E	3				
13	Power & Politics	E	3				
14	Designing Teams	E	3				
15	Designing High Performing Organizations	E	3				
16	Exam Review & Final Exam (Offline)	E	3				

**10. Contribution index of the course for attaining ABEEK program outcomes**

course outcome	contribution scale
No Data	

### 11. Analysis of improved matters for the previous semester

### 13. Reference items

1. My course does not fit those students whose main goal is to get a "good grade." It better fits those who enjoy the process of learning.
2. If you already took this course with me before, you are not allowed to retake this course with me. It would be more beneficial for you to retake this course with another professor.