

AMERICAN UNIVERSITY OF KUWAIT
FALL 2018

Course Prefix/Number:	MGMT/PLSC 333
Course Title:	Organizational Behavior
Instructor:	Muath Eleswed, Ph.D., MBA
Office Location:	A-417
Time/Days/Classroom	MW Sec. 01, 12:30 - 1:45, A205
Phone:	802040 Ext. 3524
Office Hours:	MW: 1:50 - 3:25 pm & 4:50 - 6:30 pm
Email:	meleswed@auk.edu.kw

Course catalog description: This course studies human capital management. The course offers a synthesis of behavioral science theories providing a broad framework for understanding the motivation, planning, and control of business' most important assets. Sophomore class standing or permission of instructor is required. Prerequisite: MGMT 201. 3 Credit hours

AUK Mission Statement: The American University of Kuwait is a liberal arts institution dedicated to teaching, learning, and scholarship. The University offers programs that provide students with the knowledge and skills necessary for lifelong learning and professional success. AUK enriches society by fostering an environment encouraging critical thinking, effective communication, personal growth, service, and leadership.

AUK College of Business and Economics Mission Statement: The College of Business and Economics prepares students through an American educational experience combining quality intellectual challenge and ethical professional practice for careers in Kuwait and beyond.

The focus is on:

- Developing business in Kuwait and the Gulf
- Supporting rigorous programs that foster excellence in business teaching and scholarship
- Working together to learn and disseminate socially responsible practices to advance society

Student Learning Outcomes: Upon successful completion of this course, the student will:

1. Analyze the factors that influence human behavior in organizations;
2. Become familiar with major areas of organizational behavior, including motivation, individual differences macro-theory, leadership, and group behavior.
3. Practice applying theory with cases.
4. Develop problem-solving and communication skills needed for effective management.

Course Learning Outcomes in relation to College of Business and Economics, Bachelor of Business Administration Learning Goals:

This course emphasizes the following Bachelor of Business Administration learning goal:

Program Goal	Learning Objective Students will:
Critical Thinking and Decision skills*	Demonstrate critical thinking skills with application of principles to business situations.

*. *Critical thinking and decision skills are developed through course material, practice with class discussions of business cases, and quizzes that involve a structured approach to identifying and analyzing management problems.*

Required Textbook: *Principles of Organizational Behavior: Realities and Challenges*, 8th edition, 2013 by James Campbell Quick and Debra L. Nelson. ISBN-13: 978-1-111-96970-7 / ISBN-10: 1-111-96970-1 South-Western, Cengage Learning Publishing.

Assessments: The grading scale used in the course is the same as that appearing in the latest edition of the AUK Academic Catalog. The final grade for the semester will be weighted as follows:

Instrument	Percentage (%)
Exams (3) *	75 (25 each)
Case Study Assignments (9) **	9 (1 each)
Ethics in Practice Assignment (1) ***	6
Research Paper Assignment (1) ****	10
TOTAL	100

* **Exams:** There will be three exams in this course including the final exam. Each exam will cover the chapters shown in the “Tentative Topics Covered” table and their corresponding cases. The first two exams will be conducted in the classroom as announced in class. The final exam will be conducted in the classroom, according to the time scheduled by the registrar’s office. The exams will be in the format (entirely and/or partially) of fill-in-the blank, short answers, essay, multiple choice, true and false.

** **Case Study Assignments:** At the end of each chapter covered in this class, there is a case titled “Ethical Dilemma”. Each student individually, is required to summarize the case and answer its questions (write the question, then, the answer). The total cases are 9 and when submitting them, make sure you include all of them in one “word-document”. This assignment is worth 9% (1% each case) and will be assessed based on the accuracy of the content presented, the overall clarity of the content, and the language competency used, etc. More details about this assignment will be given in class.

*** **Ethics in Practice Assignment:** Each student individually, is required to submit a short research-based paper (3 pages at minimum) discussing an unethical issue(s) related to an organization with any of its stakeholders. This paper must include—at minimum the following:

- 1) The unethical issue(s)
- 2) Who was involved
- 3) The impact of the unethical issue(s) on the involved entities before and after the resolution(s)
- 4) How was the issue(s) resolved
- 5) Who resolved the issue(s)
- 6) Based on your ethical values and other justifications, how would you resolve such issue(s).

This assignment worth 6% and will be assessed based on the accuracy of the content presented, the overall clarity of the content, and the language competency used, etc. More details about this assignment will be given in class.

**** **Research Paper:** Each student individually, is required to submit a positional paper— where he/she clearly states his/her position(s) and support it/them with reason(s) and evidence (s) —of his/her own choice on a topic covered in the textbook/class. The topic must be discussed in terms of its impact on OB for example, “the impact of employee satisfaction on the organization’s productivity”, and must be approved by the instructor. This paper must be at least 5-pages, double spaced (excluding the cover page and reference sheet) and written in either APA or MLA format (see the “important reminders” section for more details). This paper will be assessed based on the content presented, magnitude of research accomplished, and the overall clarity and language used. Further details regarding this assignment will be discussed in class.

Disability Accommodation: If you believe that you need accommodations for a disability, kindly arrange for an appointment with Dr. Huda Shaaban (hshaaban@auk.edu.kw) in the Counseling Center. All disability-related accommodations require registration with the Counseling Center and are not applied retroactively, so contact Dr. Huda Shaaban as soon as possible.

Tentative Topics Covered:

Chapter #	Chapter Name
Chapter 1	Organizational Behavior and Opportunity
Chapter 3	Personality, Perception, and Attribution
Chapter 4	Attitudes, Emotions, and Ethics
	EXAM-1
Chapter 5	Motivation at Work
Chapter 7	Stress and Well-Being at Work
Chapter 8	Communication
	EXAM-2
Chapter 9	Work Teams and Groups
Chapter 11	Power and Political Behavior
Chapter 13	Conflict and Negotiation
	EXAM-3 (Final Exam)

Important Reminders:

- Attendance, Academic, and other Policies are applied according to AUK's rules and regulations.
- All written assignments (MS word-documents) must be written in either APA or MLA format, font size 12, double-spaced, and Times New Roman font type.
- All written assignments are due by 10:00 pm on 10/1/2019 and must be sent as an attachment in MS word format to the professor via email using your AUK email.
- Assignments with plagiarism practice(s) receive a zero credit. Thus, make sure that all work is referenced (in-text citation and the end using a reference sheet) according to the chosen writing style (APA or MLA).
- Missing the deadline of any assignment will result in losing a 25% as a penalty on the score of the assignment. Assignments submitted 24-hours after the deadline will not be accepted.
- In certain extenuating circumstances, the syllabus may be changed accordingly.
- When communicating with the instructor via email, make sure you indicate in the "subject field", the course abbreviation, number, and section number, i.e. MGMT304-01. When submitting an assignment, make sure you also add the name of the assignment in the "subject field", i.e. MGMT304-1, Case Study Assignment. Emails without such information will be ignored.

Wish you all the best!