



T-104
2022

Course Specification





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Course Title: Organizational Behavior
Course Code: HRM 221
Program: BSBA (HRM)
Department: HRM
College: College of Business Administration Al-Kharj
Institution: Prince Sattam Bin Abdul Aziz University
Version: 2022/2023
Last Revision Date: 21/3/2023





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A. General information about the course:

Course Identification	
1. Credit hours:	4
2. Course type	
a.	University <input type="checkbox"/> College <input checked="" type="checkbox"/> Department <input type="checkbox"/> Track <input type="checkbox"/> Others <input type="checkbox"/>
b.	Required <input checked="" type="checkbox"/> Elective <input type="checkbox"/>
3. Level/year at which this course is offered:	Third Year/ 7 th Trimester
4. Course general Description This course endeavors to understand individual behavior and group behavior within the context of the organization at large. It provides current and emerging theoretical and practical knowledge on the topics such as motivation, leadership, managerial decision-making, group processes and conflict resolution. The Major objective of this course is to understand organizational behavior concepts and models, moving from individual behavior to the group to the organization as a whole.	
5. Pre-requirements for this course (if any): MGT 201	
6. Co- requirements for this course (if any): N/A	
7. Course Main Objective(s) The efforts of continuous improvement and development of the course are in place using the relevant IT tools. Most relevant examples on the web may be referred to the students during class room teaching like person lab. Recent research advances in the field will also be linked with the course teaching, to update the knowledge and continuous learning among the students for example blackboard.	

1. Teaching mode (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1.	Traditional classroom	44	100%
2.	E-learning		
3.	Hybrid <ul style="list-style-type: none"> • Traditional classroom • E-learning 		
4.	Distance learning		





2. Contact Hours (based on the academic semester)

No	Activity	Contact Hours
1.	Lectures	44
2.	Laboratory/Studio	
3.	Field	
4.	Tutorial	
5.	Others (specify)	
	Total	44



B. Course Learning Outcomes (CLOs), Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
1.0	Knowledge and understanding			
1.1	Outline theories which explain individual and group behaviors and their relationship with the internal functioning of the organization (@NQF K-5),	Assignments, Quizzes, Mid – Term and Final Exam	Lecture	Assignments, Quizzes, Mid – Term and Final Exam
1.2	Memorize theories which explain individual and group behaviors and their relationship with the internal functioning of the organization and Describe the various OB concepts and Models	Assignments, Quizzes, Mid – Term, presentation and Final Exam	Lecture	Assignments, Quizzes, Mid – Term, presentation and Final Exam
1.3	Describe the various motivational concepts and its application to OB. Define the basic concepts of perception and decision making	Assignments, Quizzes, Mid – Term, Project and Final Exam	Lecture Case Studies	Assignments, Quizzes, Mid – Term, Project and Final Exam
2.0	Skills			
2.1	Analyze and synthesize effective problem solving and decision-making using appropriate quantitative and qualitative skills and applying the knowledge described above including identifying, formulating and	Evaluation of case analysis in Teams, class presentations, Group Project evaluation & feedback on discussions.	Lecture studies Discussions Case Group	Evaluation of Group Discussions and feedback



Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
	solving business problems The ability to create, evaluate and assess a range of options together with the capacity to apply ideas and knowledge to a range of business situations (@NQF c-2),			
2.2	Demonstrate effective self-management in terms of time, planning and behavior, motivation, self-starting, individual initiative and enterprise (@NQF ISR 1),	Evaluation of Group Discussions and feedback	Lecture Case studies Group Discussions	Evaluation of Group Discussions and feedback
2.3	Judge personal integrity, reliability, honesty, trustworthiness and ethical behavior towards others inside and outside the organization in which they work (@NQF ISR-6),	Evaluation of case analysis in Teams, class presentations, Group Project evaluation & feedback on discussions.	Discussion-based lectures Home assignments Group Discussion Role Play	Evaluation of case analysis in Teams, class presentations, Group Project evaluation & feedback on discussions
3.0	Values, autonomy, and responsibility			
3.1	Demonstrate effective self-management in terms of time, planning and behavior, motivation, self-starting, individual initiative and enterprise	Discussion-based lectures Home assignments Group Discussion Role Play	Discussion-based lectures Home assignments Group Discussion Role Play	Discussion-based lectures Home assignments Group Discussion Role Play
3.2	Judge personal integrity, reliability, honesty, trustworthiness and ethical behavior towards others inside and outside the organization in which they work	Discussion-based lectures Home assignments Group Discussion	Discussion-based lectures Home assignments Group Discussion Role Play	Discussion-based lectures Home assignments Group Discussion





Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
		Role Play		Role Play
...	Justify the understanding and capacity to adapt to change in response to the dynamics of the external and internal organizational environments	Discussion-based lectures Home assignments Group Discussion Role Play	Discussion-based lectures Home assignments Group Discussion	Discussion-based lectures Home assignments Group Discussion Role Play

C. Course Content

No	List of Topics	Contact Hours
1.	Introduction to Organizational Behavior: Definition, Other disciplines contributing to OB field, concepts and models, managerial roles and functions in OB, future challenges and opportunities for OB	8
2.	Individual in the organization: personality and values, attitude, perception and decision making	12
3.	Motivation: Meaning ,definition and theories of motivation; Rewards, reinforcement and motivation; application of motivation to OB	8
4.	Leadership: Definition and theories of leadership, challenges of leadership	8
5.	Groups in the organization: Meaning, definition, stages of group formation, Group dynamics and organizational performance and Conflict Resolution	8
Total		44

D. Students Assessment Activities

No	Assessment Activities *	Assessment timing (in week no)	Percentage of Total Assessment Score
1.	Home Assignment (At least two)	4 th & 8 th	5%
2.	Case Study / Class participation / Presentation	7 th	5%
3.	Mid Term Examination-I	7 th	25%
4.	Quiz (At least two)	4 th & 9 th	15%
5.	Final Exam		50%

*Assessment Activities (i.e., Written test, oral test, oral presentation, group project, essay, etc.)





E. Learning Resources and Facilities

1. References and Learning Resources

Essential References	Stephen, T. Robbins ; Timothy, A. Judge & Elham S. Hasham (2013). Essentials in Organizational Behavior(Arab World Edition),Pearson Education Limited,13/e
Supportive References	Behavioral Intervention Quarterly: ISSN:1072 0847 • Organizational Behavior and Human Decision Processes ISSN: 10959920, 07495978 • Californian Management Review: ISSN: 0008-1256
Electronic Materials	http://www.wikipedia.com/ http://college.hmco.com/ Saudi Digital Library coursematerial@psau.edu.sa https://faculty.psau.edu.sa
Other Learning Materials	such as computer-based programs/CD, professional standards or regulations and software

2. Required Facilities and equipment

Items	Resources
facilities (Classrooms, laboratories, exhibition rooms, simulation rooms, etc.)	Lecture room with capacity of at least 25 seat
Technology equipment (projector, smart board, software)	Computer with internet connection and unique data sets for each student as per the class size
Other equipment (depending on the nature of the specialty)	n/a

F. Assessment of Course Quality

Assessment Areas/Issues	Assessor	Assessment Methods
Effectiveness of teaching	Students	At the end of each academic semester, students' feedback is taken. A survey form entitled, Course Evaluation Survey (CES) provided by NCAAA is administered by Quality & Development Unit regularly using the Survey Monkey portal. In the CES, Q.No.5 to Q.No.9 reflects





Assessment Areas/Issues	Assessor	Assessment Methods
		the students' opinion on the effectiveness of teaching. Further, students can also provide their feedback on the effectiveness of teaching using the open ended questions given at the end of CES.
Effectiveness of students assessment	Faculty	A senior faculty from the college/department nominated by DC visits the class and observes at least 2-3 classes during the entire semester. Peer observer provides his feedback on a template provided by Deanship of Development & Quality viz. class observation form for developing the teaching learning process.
Quality of learning resources	Self	At the end of each semester, the course instructor self-reflects his experiences during the semester and prepares the course report, which is discussed at the DC/CC for further improvement
The extent to which CLOs have been achieved		
Other		

Assessor (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify))

Assessment Methods (Direct, Indirect)

G. Specification Approval Data

COUNCIL /COMMITTEE	
REFERENCE NO.	
DATE	21/3/2023

