

Subject Code	MM5133
Subject Title	Organizational Behaviour & Leadership
Credit Value	3
Level	5
Normal Duration	1-semester
Pre-requisite / Co-requisite/ Exclusion	None
Objectives	This subject contributes to the achievement of the MBA Programme Outcomes by: (a) developing students' understanding of human behaviours and the ability to influence others in achieving common goals (MBA Outcome 3), and honing their ability to communicate reasoned arguments effectively, both in speech and in writing (MBA Outcome 2).
Intended Learning Outcomes	Upon completion of the subject, students will be able to: <ol style="list-style-type: none"> demonstrate an understanding of the major theories of organizational behavior and leadership; enhance their own self-awareness, develop their personal strengths and interpersonal skills; apply knowledge of leadership to deal with their real-world experiences including digital-driven transformation; identify ethical and ESG (Environmental, Social Responsibility, and Governance) issues in their organizations; implement and guide organizational change processes, particularly within the Asian region.
Subject Synopsis/ Indicative Syllabus	<ul style="list-style-type: none"> • General Introduction • Individual Differences • Motivation and Stress Management • Team Dynamics • Theories of leadership and social networking • Conflict and Negotiation • Organizational Structure and Culture • Business ethics and ESG in Asia • Leading organizational change – traditional and digital-driven transformation
Teaching/Learning Methodology	This subject will be taught in seminars. Both classic and state-of-the-art readings drawn from academic literature (articles, monographs, and key texts) and management cases will form the basis of class discussion. Active participation is encouraged.

Assessment Methods in Alignment with Intended Learning Outcomes	Specific assessment methods/tasks	% Weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)				
			a.	b.	c.	d.	e.
	Continuous Assessment*	100%					
	1. Attendance & participation	10%	✓		✓		
	2. Reflection paper	15%		✓	✓		
	3. Project Group Oral Presentation	20%	✓	✓	✓	✓	✓
	4. Project Group Report	30%	✓	✓	✓	✓	✓
	5. Individual paper	25%	✓		✓	✓	✓
	Total	100 %					
<p><i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.</i></p> <p>To pass this subject, students are required to obtain Grade D or above in the overall subject grade.</p> <p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</p> <p>Students will develop their <u>interpersonal skills</u> through a series of self-assessment exercises (e.g., personality), write up a personal profile and work in a project team with peer assessments on individual members' team skills (MBA Outcome 2). Students can develop their effective communication skills through working on team projects outside the classrooms and discussions inside the classrooms receiving feedback and under the supervision of instructors (MBA Outcome 2). Students' competence in <u>leadership and change management</u> (MBA Outcome 3) will be assessed based on their research on an individual project relating to leadership and change management. They are asked to choose a real issue or problem in their work organization, which they feel falls within the scope of Organizational Behavior and/or Leadership. Students should then research and analyze the problem, drawing on the theoretical models presented in the module, and gathering necessary information in the organization. The aim is to arrive at some conclusions and recommendations.</p>							
Student Study Effort Expected	Class contact:						
	▪ Lectures and in-class work		39 Hrs.				
	Other student study effort:						
	▪ Self-study and working on assignments		78 Hrs.				
	Total student study effort		117 Hrs.				

**Reading List and
References**

Recommended Textbook

Steven L. McShane, & Mary Ann Von Glinow, *Organizational Behavior: Emerging Knowledge, Global Reality*, 9th Ed, International Student Edition (ISE), McGraw-Hill, 2020

Stephen P. Robbins, T. Judge, *Organization Behavior*, 18th Ed, Global Edition, Prentice, Pearson, 2021.

Peter G. Northouse, *Leadership: Theory and Practice*, 5th Edition, Thousand Oaks, Sage Publications, 2015.

Journals (Selected papers are recommended for students required reading where appropriate)

Academy of Management Review

Academy of Management Journal

Academy Science Quarterly

Journal of Applied Psychology

Leadership Quarterly

Journal of Management

Journal of Organizational Behavior

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