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| Subject Code | MM515 |
| Subject Title | Organizational Behaviour |
| Credit Value | 3 |
| Level | 5 |
| Normal Duration | 1-semester |
| Pre-requisite/ Co-requisite/ Exclusion | <p>Pre-requisite: Managing Organizations and People (MM511) or Organization and Management (MM5112)</p> <p>-----</p> <p>Exclusion: Managing People in Construction and Real Estate (BRE514) and Managing Human Resources in the Hotel & Tourism Industry (HTM508)</p> |
| Objectives | <p>This course aims to provide students at the Masters level, the theoretical & practical foundations for understanding managerial behaviour in organizations. Organizations covers in this course will include startups, local, regional and global organizations which undergo challenges in digital transformation impacting from key technology drivers such as Artificial Intelligence (AI), Block-chain, Cloud-computing, Data Science, and etc. Students will experience some of the interpersonal dynamics of managerial actions and interactions by various forms of experiential games and case analyses. Students are encouraged to reflect upon their real-life experiences and to analyze those experiences in the light of current theories and concepts in the behavioural sciences.</p> |
| Intended Learning Outcomes | <p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> explain human psychology and dynamics, and apply theories to tapping organization members' potentials to achieve good results; apply diverse conceptual and theoretical frameworks in analyzing and solving organizational problems; have developed change management skills, along with a reflective mind-set; understand the factors which facilitate or impede effective cross-functional team work; exhibit an awareness of ethical issues and their implications for management behavior and organizational practices; demonstrate an understanding of cultural and workplace diversity and be aware of the implications for management behavior and organizational practices. Demonstrate an understanding of key-technology drivers and their implications for management behavior and organizational practices in digital transformation process. |
| Subject Synopsis/ Indicative Syllabus | <ul style="list-style-type: none"> • Foundations of Organizational Behaviour • Individual Differences, Personality and Values • Perceiving Ourselves and Others in Organizations • Workplace Emotions, Attitudes, and Stress Employee Motivation • Diversity, Equity and Inclusion in Organizations Power and Leadership • Team Dynamics • Organizational Culture and Change in Digital Transformation |
| Teaching/Learning Methodology | <p>The course will be delivered in seminar style consisting of lectures, student presentations and in-depth class discussions based on research, and case studies generated from students' own work experiences. The program is deliberately designed to be highly interactive and stimulating to bring to the surface the real value and meaning of the study of behaviour in organizations. As this is a postgraduate program, all topics for discussion will lead off from theoretical grounding complemented with the latest research findings, and balanced with more Hong Kong / Asia specific examples.</p> |

| 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. | f. |
| | Continuous Assessment* | 100% | | | | | | |
| 1. Group presentation | 30% | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 2. Individual paper | 30% | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 3. Individual case study assignment | 40% | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Total | 100 % | | | | | | | |

**Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.*

To reflect the significant technology content in this subject, 10% (or more) of the overall weighting of this subject is based on individual assessment concerning technology-related knowledge.

To pass this subject, students are required to obtain Grade D or above in the overall subject grade.

Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes: the various methods are designed to ensure that all students taking this subject –

- Read the recommended material including lecture notes, textbooks, and journal articles;
- Discuss the issues brought up in the lectures/seminars;
- Appreciate the different approaches that may be adopted in solving management problems;
- Participate in presenting the group’s views on a case/marketing situation;
- Express the views on management issues by working on group and individual assignments.

Feedback is given to students immediately following the presentations and all students are invited to join this discussion.

| Student Study Effort Expected | Class contact: | |
|-------------------------------|------------------------------------------------------------------|----------|
| | ▪ Lectures | 39 Hrs. |
| | Other student study effort: | |
| | ▪ Preparation for lectures | 39 Hrs. |
| | ▪ Preparation for assignments / group projects and presentations | 39 Hrs. |
| | Total student study effort | 117 Hrs. |

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| Reading List and References | <p><u>Indicative references:</u></p> <p>McShane, S. L. & Von Glinow, M. (2024) <i>Organizational Behavior: Emerging Knowledge, Global Reality</i>, 10th Global Edition, McGraw-Hill. Robbins, S.P., & Judge, T. A. (2022). <i>Organization Behavior</i>, 19th Ed., Pearson.</p> <p>Siebel, M. (2019). <i>Digital Transformation: Survive and Thrive in an Era of Mass Extinction</i>, RosettaBooks.</p> <p>Iansiti, M. & Lakhani, K. R. (2020). <i>Competing in the Age of AI: Strategy and Leadership When Algorithms and Networks Run the World</i> Harvard Business Review Press.</p> |
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July 2023