



南京航空航天大学

Nanjing University of Aeronautics and Astronautics

Syllabus

Course No.	1900513W	College	College of Economics and Management	Dept.	Management Science and Engineering
Teacher	Haiyan Xu				
Time	2022.06.28-2022.07.15				
Course Name	English	Organizational Behavior			
	Chinese	组织行为学			
Course credit hours	Total	Theory	Office Hour or Practice	Credits	
	70	60	10	12.0	

Course description:

Although skills in finance, accounting, marketing, operations, and strategy are crucial for organizational success, the ability to manage an organization, its groups, and its individuals is equally important. In your careers, you will depend on people to accomplish tasks, goals, and projects; you will need to work for other people, work with other people, and supervise other people. An understanding of the human side of management is an essential complement to the technical skills you are learning in other core business courses. Although we will focus on business organizations, you will find that the course concepts have valuable applications to other types of organizations, including non-profits, athletic teams, social clubs, and religious and political groups.

This course is an introduction to the basic concepts and topics in organizational behavior (OB) and management. The course focuses on OB at three levels: individual, interpersonal, and collective. We will start at the individual level, covering decision-making, motivation, and personality. We will then turn to the interpersonal level, covering power, influence, and negotiations. Finally, we will move up to the collective level, covering leadership and organizational context.

Requirements for courses; ability and knowledge in advance

None

Course structure explanation:

PART 1

Introduction to the Course

Decision-Making I: Are People Rational?

Decision-Making II: Choice at Work

Decision-Making III: Heuristics and Biases

PART 2

Motivation I: Expectancies, Needs, and Values
Motivation II: Goal-Setting
Personality I: Feedback
Personality II: The Big Five
Personality III: Selection and Hiring
Mid-term Exam

PART 3

Influence I: Acquiring and Using Power
Influence II: Networks
Influence III: Give and Take
Influence IV: Persuasion
Negotiation I: Distributive Bargaining

PART 4

Negotiation II: Integrative Bargaining
Leadership II: Change Processes
Leadership III: Change Outcomes
Organizational Context I: Dynamic Environments

PART 5

Organizational Context II: Culture
Wrap-up and Reflection
Final exam review session
Final exam

Teaching methods (Lectures, practice, etc)

The course will be developed with such methods as lectures, discussion, research and presentation and writing assignments

Forms of evaluation and requirements

Structure of the final grade(including presence, class performance,), focus of exam, forms of exam(test, interview, final report, etc)

Project and presentation: (25%)
Quiz: (15%)
Assignment: (10%)
Midterm: (20%)
Final: (30%)

Textbook	Name	Publisher	Author	Year	Price
	Organizational Behavior		Stephen P.	16th	

			Robbins	Edition	
References	Name	Publisher	Author	Year	Price