

MODULE DESCRIPTION FORM

نموذج وصف المادة الدراسية

Module Information			
معلومات المادة الدراسية			
Module Title	Organizational Behavior		Module Delivery
Module Type	Core		☒ Theory ☐ Lecture ☐ Lab ☐ Tutorial ☒ Practical ☐ Seminar
Module Code	BA2203		
ECTS Credits	6		
SWL (hr/sem)	150		
Module Level	2	Semester of Delivery	
Administering Department	Business Administration	College	Administration and Economics
Module Leader	Abdulla Kadum Mohammed		e-mail
Module Leader's Acad. Title	Assistant Professor	Module Leader's Qualification	MBA
Module Tutor	Abdulla Kadum Mohammed		e-mail
Peer Reviewer Name	Rafid Abduljalel	e-mail	rafidabduljalel@sa-uc.edu.iq
Scientific Committee Approval Date	1/9/2025	Version Number	1.0

Relation with other Modules			
العلاقة مع المواد الدراسية الأخرى			
Prerequisite module	None	Semester	
Co-requisites module	None	Semester	

Module Aims, Learning Outcomes and Indicative Contents

أهداف المادة الدراسية ونتائج التعلم والمحتويات الإرشادية

Module Objectives أهداف المادة الدراسية	1. Providing the student with information on the concept of organizational behavior and the importance of studying it at the personal level (individual and group) as well as at the organizational level. 2. That the student understands the causes and motivations behind this behavior. 3. That the student knows how to modify individual and group behavior to increase their efficiency. 4. That the student understands the meaning of perception and social perception. 5. That the student understands the meaning of learning and the types of learning. 6. That the student understands the meaning of motivation and the importance of drive/motivation for individuals and groups in achieving goals.
Module Learning Outcomes مخرجات التعلم للمادة الدراسية	1. That the student is able to define individual and group behavior and distinguish between them and organizational behavior. 2. That the student is able to identify the causes and motivations behind both individual and organizational behavior. 3. That the student distinguishes between perception and social perception. 4. That the student is able to outline the steps involved in modifying individual behavior. 5. That the student is able to define learning and differentiate between the types of learning. 6. That the student is able to define motivation and understand the importance of stimulating individual motivation. 7. That the student understands the meaning of conflict, the types of conflicts, and the significance of conflict within an organization. 8. That the student understands the meaning of organizational culture and the types of cultures. 9. Acquiring skills in applying organizational behavior concepts to resolve workplace issues, along with the ability to modify employee behavior and align it with the organization's culture and goals. 10. Enabling the student to apply creative thinking methods within the field and applications of organizational behavior. 11. Enabling the student to use modern analytical and deductive methods. 12. Enabling the student to plan and think critically to solve managerial challenges using behavior modification techniques and various learning skills.
Indicative Contents المحتويات الإرشادية	

Learning and Teaching Strategies

استراتيجيات التعلم والتعليم

Strategies	The core strategy to be adopted in this course is to encourage students to actively participate in activities and tasks, while motivating them to develop critical thinking skills. This will be achieved through lectures, interactive activities, presentations, and other instructional methods.
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Student Workload (SWL)

الحمل الدراسي للطلاب محسوب لـ ١٥ اسبوعا

Structured SWL (h/sem) الحمل الدراسي المنتظم للطلاب خلال الفصل	48	Structured SWL (h/w) الحمل الدراسي المنتظم للطلاب أسبوعيا	3
Unstructured SWL (h/sem) الحمل الدراسي غير المنتظم للطلاب خلال الفصل	102	Unstructured SWL (h/w) الحمل الدراسي غير المنتظم للطلاب أسبوعيا	7
Total SWL (h/sem) الحمل الدراسي الكلي للطلاب خلال الفصل	150		

Module Evaluation

تقييم المادة الدراسية

		Time/Number	Weight (Marks)	Week Due	Relevant Learning Outcome
Formative assessment	Quizzes	1	10% (10)	3	LO #1
	Assignments	2	10% (10)	3 and 5	LO #2 and LO #3
	Projects / Lab.	1	10% (10)	Continuous	All
	Seminar	1	10% (10)	Continuous	All
Summative assessment	Midterm Exam	1hr	10% (10)	7	LO #1 - #6
	Final Exam	3hr	50% (50)	16	All
Total assessment			100% (100 Marks)		

Delivery Plan (Weekly Syllabus)

المنهاج الاسبوعي النظري

	Material Covered
Week 1	Introduction to behavior, human behavior, and organizational behavior, along with the forces that shape behavior.
Week 2	The Meaning of Perception and Learning: Definition of perception and social perception, the attribution process (or casual attribution), and correspondent inference; definition of learning, types of learning methods, and disciplinary practices.
Week 3	Definition of Personality: The role of personality in behavior, how personality and its patterns can be measured, the meaning of self-confidence, adaptability (self-monitoring/chameleon-like behavior), Machiavellianism, abilities, and practical intelligence.
Week 4	Motivation in Organizations: Definition of motivation, components of motivation, Maslow's hierarchy of needs theory, equity theory, types of organizational justice, and how management can utilize equity theory.
Week 5	Attitudes: An Individual's Feelings Toward Work, the Organization, and People — Definition of work attitudes (job satisfaction), measuring job satisfaction, and guidelines for improving job satisfaction.
Week 6	Organizational Commitment: Types of commitment and why organizational commitment matters. Discrimination: Definition of discrimination, the difference between discrimination and bias, the meaning of diversity, and why companies focus on managing diversity.
Week 7	Group Dynamics and Work Teams
Week 8	Communication: Elements of communication and types of communication.
Week 9	Decision-Making in Organizations: The nature of decision-making and group decision-making to improve organizational effectiveness.
Week 10	Conflict in Organizations: The difference between competition and conflict, stages of conflict, sources of conflict, levels of conflict, and the positive and negative effects of conflict.
Week 11	Administrative Leadership in Organizations: Leadership theories.
Week 12	Leader Behavior: The Managerial Grid (Blake and Mouton) and Fiedler's Contingency Model of Situational Leadership.
Week 13	Organizational Negotiation: Definition of negotiation, elements of negotiation, and objectives of negotiation.
Week 14	Negotiation Strategies: Types of negotiator personalities and the steps of the negotiation process.
Week 15	Organizational Culture: Concept and meaning of organizational culture, types of organizational culture, and the importance and benefits of organizational culture.

Delivery Plan (Weekly Lab. Syllabus)	
المنهاج الاسبوعي للمختبر	
	Material Covered
Week 1	
Week 2	
Week 3	
Week 4	
Week 5	

Learning and Teaching Resources		
مصادر التعلم والتدريس		
	Text	Available in the Library?
Required Texts	السلوك التنظيمي – أ.د. سعد العنزي	Yes
Recommended Texts	السلوك التنظيمي في المؤسسات – شوقي ناجي جواد Organizational Behavior by Stephen Robbins	No
Websites		

Grading Scheme				
مخطط الدرجات				
Group	Grade	التقدير	Marks %	Definition
Success Group (50 - 100)	A - Excellent	امتياز	90 - 100	Outstanding Performance
	B - Very Good	جيد جدا	80 - 89	Above average with some errors
	C - Good	جيد	70 - 79	Sound work with notable errors
	D - Satisfactory	متوسط	60 - 69	Fair but with major shortcomings
	E - Sufficient	مقبول	50 - 59	Work meets minimum criteria
Fail Group (0 – 49)	FX – Fail	راسب (قيد المعالجة)	(45-49)	More work required but credit awarded
	F – Fail	راسب	(0-44)	Considerable amount of work required

Note: Marks Decimal places above or below 0.5 will be rounded to the higher or lower full mark (for example a mark of 54.5 will be rounded to 55, whereas a mark of 54.4 will be rounded to 54. The University has a policy NOT to condone "near-pass fails" so the only adjustment to marks awarded by the original marker(s) will be the automatic rounding outlined above.

د. زين العابدين

رئيس قسم ادارة الاعمال

**Director of the Quality Assurance and Performance Department of
the University: Wafa Saeed Hassan**

مسؤولة وحدة الجودة كلية
الادارة والاقتصاد

م. م وفاء سعيد حسن