



AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Organizational Behaviour							
Course Code		İK203		Course Level		First Cycle (Bachelor's Degree)			
ECTS Credit	6	Workload	151 (<i>Hours</i>)	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		The purpose of this course is to provide students with an understanding of the field of organizational behavior and the various research strategies that it employs. Students will receive extensive exposure to the scientific method, various research methodologies, and the use of academic research journals.							
Course Content		Students within the context of this course; (1) can identify the concepts of organizational behaviour, (2) can recognize the basic principles that determine the behaviour as well as the affects and guiding factors of these behaviours, (3) can truly understand and interpret the human behaviour and (4) can analyse the behavioural problems occurred in the company in question.							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Individual Study					
Name of Lecturer(s)		Assoc. Prof. Beyza ERER							

Assessment Methods and Criteria

Method	Quantity	Percentage (%)
Midterm Examination	1	40
Final Examination	1	70

Recommended or Required Reading

1	Erol EREN, Örgütsel Davranış ve Yönetim Psikolojisi, Beta Basım Yayın, İstanbul, 2006.
2	Enver ÖZKALP, Çiğdem KIREL, Örgütsel Davranış, Anadolu Üniversitesi Yayınları, Eskişehir, 2005.

Week	Weekly Detailed Course Contents	
1	Theoretical	An Overview of the Field of Organizational Behavior
2	Theoretical	Organizational Behaviour Model; Dependent and Independent Variables in Organizational Behaviour
3	Theoretical	Leadership and Motivation; the main motivation theories
4	Theoretical	Leadership and Motivation; the main motivation theories
5	Theoretical	What is governorship and leadership? Leadership Theories
6	Theoretical	Governorship and Current Approaches to Leadership
7	Theoretical	The culture of organization and the importance and definition of Institution
8	Theoretical	The teams and groups in organizations, and the importance of team and group management
9	Intermediate Exam	Midterms
10	Intermediate Exam	Midterms
11	Theoretical	The Definition of Conflict and The Conflict Resolution in Organizations
12	Theoretical	The Stress and Alteration Management in Organizations
13	Theoretical	Mobbing
14	Theoretical	The Emotional Intelligence in Business Life; The Conception of Power and Politics in Organizations
15	Theoretical	Personality Tests and Interview Techniques

Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	13	2	3	65
Individual Work	13	0	3	39
Midterm Examination	1	20	1	21
Final Examination	1	25	1	26
Total Workload (Hours)				151
[Total Workload (Hours) / 25*] = ECTS				6

*25 hour workload is accepted as 1 ECTS



Learning Outcomes

1	Analyzing individual and group behavior, and understand the implications of organizational behavior on the process of management.
2	Identifying different motivational theories and evaluate motivational strategies used in a variety of organizational settings.
3	Evaluating the appropriateness of various leadership styles and conflict management strategies used in organizations.
4	Describing and assess the basic design elements of organizational structure and evaluate their impact on employees.
5	Explaining how organizational change and culture affect working relationships within organizations.

Programme Outcomes (Human Resources Management)

1	Having adequate scientific knowledge of Human Resources Management, basic business concepts and other social sciences
2	Thinking critically and analytically
3	Having knowledge of communication and information technologies
4	In-depth understanding of the research process and application of a range of research techniques into studies, researches and projects
5	In-depth understanding of usage of Human Resources Management and other social sciences theoretical and applied knowledge together.
6	Ability to interpret basic Business concepts from Human Resource Management perspective
7	Ability to implement basic HRM responsibilities in institutions such as HR Planning and staffing, labor relations, occupational healthy and safety, training planning, performance and rewards management, career planning, employment and interview techniques and legal HR issues
8	Implementing quality process approach into HRM process by considering institutional development, internal and external customer satisfaction; in case of need, having sense of responsibility making contribution for problem solving and continuous development and process excellence ability by problem identification, goal setting, reorganisation and change management skills
9	Management of resources and assets by considering budgetary, financial and legal issues; management of projects/operations with the ability of planning, implementation, and auditing; Having skills on management of self and other people
10	Enriching result oriented working approach with continuous learning approach
11	Strong oral and written communication skills and ability to present ideas and information effectively
12	Monitor and communicate with colleagues in a foreign language using at least the European Language Portfolio B1 General Level
13	Ability to work with people of various cultural and educational background by valuing team work, developing empathy and listening skills
14	Being conscious on social, academic and professional ethical values
15	Development of critical theoretical appreciation of 'how', 'why' and 'where' HRM contributes to and supports employee and societal development, and implementing these approach for applied and graduate projects and working life

Contribution of Learning Outcomes to Programme Outcomes 1:Very Low, 2:Low, 3:Medium, 4:High, 5:Very High

	L1	L2	L3	L4	L5
P1	5	5	5	5	5
P2	3	3	3	3	3
P3	3	3	3	3	3
P4	5	5	5	5	5
P5	4	4	4	4	4
P6	4	4	4	4	4
P7	3	3	3	3	3
P8	2	2	2	2	2
P9	2	2	2	2	2
P10	4	4	4	4	4
P11	3	3	3	3	3
P12	5	5	5	5	5
P13	5	5	5	5	5
P14	3	3	4	3	3
P15	4	4	3	4	4

