Syrian Arab Republic		الجمهورية العربية السورية
Ministry of Higher Education		وزارة التعليـم العالــــي
Syrian Virtual University		الجامعة الافتراضية السورية

<div align="center">

Course Description: Organizational Behavior

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1- Basic Information:

Course Name	Organizational Behavior
Course ID	BHR502
Contact Hours (Registered Sessions)	24
Contact Hours (Synchronized Sessions)	24
Mid Term Exam	-
Exam	75 min
Registered Sessions Work Load	48
Synchronized Session Work Load	18
Credit Hours	5
Course level	5

2- Pre-Requisites:

Course	ID
Human Resources Management	BHR401

Course General Objectives: Introducing students to the importance of studying organizational behavior, for the individual and for the organization, and factors affecting individual behavior through values, learning, perception, personality and emotions. It also examines factors affecting collective behavior such as team management, administrative leadership and motivation. It also addresses organizational behavior such as organizational culture and decision-making. And organizational change methodologies to reach organizational effectiveness.

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3- Intended Learning Outcomes (ILO):

Code	Intended Learning Outcomes
ILO1	The student is able to recognize the concept and importance of studying organizational behavior at the individual, collective and organizational level, especially in the light of globalization. As well as to identify theories of modern organizational behavior.
ILO2	The student remembers the factors influencing individual behavior and recognizes the interaction between these factors such as personality, values, perception, learning and attitudes.
ILO3	The student determines the importance of emotions and emotional intelligence in organizational effectiveness.
ILO4	The student is introduced to the concept of motivation and how to use incentive approaches to benefit from the energies of employees to serve the organization.
ILO5	The student can determine the concept of the team and distinguish between the types of teams and how to use each.
ILO6	The student is convinced of the importance of managerial leadership in modern organizations and distinguishes between leadership styles, and how to apply any of them according to personal, internal and external factors surrounding the organization.
ILO7	The student distinguishes between negative and positive work pressures and the role of management in managing organizational pressures.
ILO8	The student compares constructive conflict and demolition, and learns about conflict management methods and their respective application areas.
ILO9..	The student recognizes the importance of organizational culture in organizational development and learns about the types of organizational culture and how to benefit from each.
ILO10	Students learn about the importance of change in organizations, the approaches and strategies of organizational change, and how to manage change resistance.
ILO11	Students recognize the importance of positive behavioral organizational outcomes such as job satisfaction, organizational commitment, loyalty, career engagement and organizational citizenship.
ILO12	The student recognizes the seriousness of negative organizational outputs such as uncivilized behavior, aggressive behaviors, bullying and bullying at work.

4- **Course Syllabus** (24 hours of total Recorded Sessions, 24hours of total synchronized sessions)

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- **18 RS:** Recorded Sessions**; 24SS:** Synchronized Sessions**;**

ILO	Course Syllabus	RS	SS	Type	Additional Notes
ILO1	- Concept and theories of organizational behavior. - The importance of studying organizational behavior, and the role of globalization in the study of behavior and the pillars of that behavior.	1.5 H	2 H	☐ Exercises ☐ X Assignments ☐ Seminars ☐ Projects ☐ Practices ☐ Others	
ILO2	Study individual behavior including attitudes, learning, values and ethics. - Study personality and its role in the behavior of individuals.	1.5 H	2 H	☐ Exercises ☐ X Assignments ☐ Seminars ☐ Projects ☐ Practices ☐ Others	
ILO3	Study emotions and emotional intelligence in the work environment and its impact on the effectiveness of work.	1.5 H	2 H	☐ X Exercises ☐ X Assignments ☐ Seminars ☐ Projects ☐ Practices ☐ Others	
ILO4	Motivation: its concept, types, theories and its role in improving the performance of individuals and organizations.	1.5 H	2 H	☐ Exercises ☐ X Assignments ☐ X Seminars ☐ Projects ☐ Practices ☐ Others	
ILO5	- Team work: concept, types of teams. - Team cohesion, team development. - Elements of team success, problems and diseases of the team.	1.5 H	2 H	☐ Exercises ☐ X Assignments ☐ Seminars ☐ Projects	

				☐ Practices ☐ Others	
ILO6	Administrative leadership: the -- concept of leadership and its historical development, and the effectiveness of leadership. • Schools, leadership theories, and leadership styles • The impact of leadership on organizational outcomes.	1.5 H	2 H	☐ Exercises ☒ X Assignments ☐ Seminars ☐ Projects ☐ Practices ☐ Others	
ILO7	Work stress: the concept of stress and the evolution of the perspective of work stress. • Effects of work stress on the individual, organization and society.	1.5 H	2 H	☐ Exercises ☒ X Assignments ☐ Seminars ☐ Projects ☐ Practices ☐ Others	
ILO8	Organizational conflict: the concept of conflict, and types. • Conflict management methods, organizational conflict outputs • Organizational.	1.5 H	2 H	☐ Exercises ☒ X Assignments ☐ Seminars ☐ Projects ☐ Practices ☐ Others	
ILO9	Organizational culture: concept, importance and components. • Types of organizational culture and its role in organizational development.	1.5 H	2 H	☐ Exercises ☒ X Assignments ☐ Seminars ☐ Projects ☐ Practices ☐ Others	
ILO10	hange Management: The concept of change and change management and the importance of change in organizations. Methods and strategies of organizational change, and how to	1.5 H	2 H	☐ Exercises ☒ X Assignments ☐ Seminars ☐ Projects ☐ Practices	

	manage change resistance			☐ Others
ILO11	Positive behavioral outcomes: job satisfaction, organizational commitment, loyalty, job engagement and organizational citizenship.	1.5 H	2 H	☐ Exercises ☐ Assignments ☐ **X** Seminars ☐ Projects ☐ Practices ☐ Others
ILO12	Negative organizational outputs: uncivilized behavior, aggressive behaviors, bullying and bullying at work.	1.5 H	2 H	☐ Exercises ☐ Assignments ☐ **X** Seminars ☐ Projects ☐ Practices ☐ Others

5- Assessment Criteria (Related to ILOs)

ISC	Interactive Synchronized Collaboration	Ex	Exams	Rpt	Reports
PF2F	Presentations and Face-to-Face Assessments	PW	Practice Work		

ILO Code	ILO	Intended Results	Assessment Type				
			ISC	**PW**	**Ex**	**PF2F**	**Rpt**
ILO1	The student is able to recognize the concept and importance of studying organizational behavior at the individual, collective and organizational level, especially in the light of globalization. As well as to identify theories of modern organizational behavior.	he student remembers the management concepts associated with behavioral aspects such as relationship theory Through discussion with the teacher, the student analyzes whether or not some behavioral theories can be applied in the current business	X				

		environment. Gives examples of the role of teamwork and functional level in different behavior					
ILO2	he student remembers the factors influencing individual behavior and recognizes the interaction between these factors such as personality, values, perception, learning and attitudes.	The student uses the principles of psychology and sociology in the study of behaviors presented by the teacher and analyzed by the student. Remembers the vocabulary of scientific content by answering deductive questions.	X				X
ILO3	The student determines the importance of emotions and emotional intelligence in organizational effectiveness and how they are used in work.	Demonstrate how to solve a particular problem or practical situation using emotions. The student discusses with the teacher how emotions and anger affect bad decisions.	X	X			
ILO4	The student is introduced to the concept of motivation and how to use incentive approaches to benefit from the energies of employees to serve the organization.	The student remembers the theories of motivation - the student compares the theory of needs and the four motives within the Syrian environment. The student remembers the relationship between job satisfaction and motivation.	X				X
ILO5	The student can determine the concept of the team and distinguish between the	The student discusses a practical case about team formation and team	X	X			

	types of teams and how to use each.	figures. - The student gives examples of international, hot and self-managed teams. - The student remembers cases where individual work is preferred.					
ILO6	The student is convinced of the importance of managerial leadership in modern organizations and distinguishes between leadership styles, and how to apply any of them according to personal, internal and external factors surrounding the organization.	- The student remembers the primary schools in leadership - The student discusses in a realistic state which types of leadership is most effective - The student connects between the use of emotions and the effectiveness of leadership and the ability to motivate.	X			X	
ILO7	he student distinguishes between negative and positive work pressures and the role of management in managing organizational pressures.	The student remembers the difference between negative and positive pressures. - The student discusses the method of resolving conflicts through a practical situation.	X	X			
ILO8	Organizational conflict: the concept of conflict, and types. • Conflict management methods, organizational conflict outputs	The student discusses the practical situation of how to apply the methods of organizational conflict. The student remembers the types of organizational conflict.	X	X			

ILO9	Organizational culture: concept, importance and components - Types of organizational culture and its role in organizational development.	The student remembers basic information about the components of organizational culture. - The student discusses the role of culture in how organizational change.	X			X	
ILO10	Change Management: the concept of change and change management and the importance of change in organizations. - Methods and strategies of organizational change, and how to manage resistance to change.	The student remembers basic information about the curriculum of change. - The teacher discusses with students the reasons for resisting change.	X	X			
ILO11	Positive behavioral outcomes: job satisfaction, organizational commitment, loyalty, job engagement and organizational citizenship.	The student remembers basic information about the relationship between job satisfaction, commitment, loyalty and organizational citizenship. - The student discusses how satisfaction and commitment become organizational engagement and citizenship.	X				X
ILO12	Negative organizational outputs: uncivilized behavior, aggressive behaviors, bullying and bullying at work.	The student discusses the logical sequence of the transformation of uncivilized behavior into aggressive behaviors - The student remembers the negative effects of bullying and bullying at work.	X	X			

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6- Practice Tools:

Tool Name	Description

7- Main References

1- Thomas Klikauer, *2018,* Managing People in Organizations*,* IESE Business school, University of Navarra,

2- Steven McShane, Mara Olekalns, , Alex Newman Angela Martin, 2018, Organizational Behavior 6E, Emerging knowledge, Global insights, 6th edition, University of Canterbury, Ara Institute of Canterbury

3- Steven L. McShan, Mary Ann Von Glinow, 2015, Organizational behavior (essentials),5th edition, McGraw-Hill.

1- James Campbell Quick, debra L. Nelson, 2017, principals of Organizational behavior (realities and challenges), 9th edition, south-western Cengage learning.

8- Additional References

Peter Hawkins, 2014, Leadership Team Coaching: Developing Collective transformational leadership,   Kogan Page limited.