
ORGANIZATIONAL BEHAVIOR

IE University

Professor: **BIN MA**

E-mail: bma@faculty.ie.edu

Degree course:

SECONDSemester: 2º

Category: **COMPULSORY**

Number of credits: 3.0

Language: English

PREREQUISITES

SUBJECT DESCRIPTION

This course offers an introduction to Organizational Behavior, a field on human differences, emotions, perceptions, behaviors, and interactions within the context of work organizations. More specifically, the topics include personality, attitude, emotion, and motivation at the individual level, as well as leadership, communication, and conflict at the group/team level. This course addresses issues such as understanding individual differences, motivating employees with various needs, leading groups and teams, resolving conflicts in an organizational context and, eventually, building a high-growth and sustainable organization where people will flourish.

OBJECTIVES AND SKILLS

Participants with a successful completion of this course should achieve the following objectives:

1. Raise the awareness and sensitivity regarding the impact of human-related issues in the workplace.
2. List basic organizational behavior principles and explain how these principles influence human behavior in the workplace.
3. Analyze individual human behavior by using knowledge of personality, attitudes, emotions, and motivations.
4. Understand group behavior elements, such as leadership, power, politics, communication, conflict, and negotiation.
5. Enhance critical thinking skills through case studies, class discussions, and group projects.

METHODOLOGY

Teaching methodology	Weighting	Estimated time a student should dedicate to prepare for and participate in
Lectures	10.67 %	8 hours
Discussions	6.67 %	5 hours

Exercises	5.33 %	4 hours
Group work	26.67 %	20 hours
Other individual studying	50.67 %	38 hours
TOTAL	100.0 %	75 hours

EVALUATION CRITERIA

Criteria	Percentage	Comments
Class Participation	20 %	
Group Presentation	30 %	
Online Quizzes	10 %	
Final Exam	40 %	

Class participation (individual): 20% of your grade. Class participation will be evaluated in face-to-face, forum, and non-class learning sessions. Everyone is expected to be prepared for each class and to be an active participant in class discussion. You are required to attend each one of the classes. Your participation grade will reflect my assessment of your total contribution to the learning environment. This includes not only the frequency of your contributions but also their quality. Participations are evaluated according to the following standard.

0: You do not do any of the following:

1-5: You are present, on time, and concentrated in class.

6-10: You are participating and are part of the discussion.

11-15: You are greatly involved in participation, having more than one good point to make.

16-20: You participate with really high-quality points, helping advance the in-class discussion and sharpening the in-class debate.

Quality includes among other things: (1) sound, rigorous, insightful diagnosis (e.g. sharpening of key issues, depth, and relevant of the analysis), (2) ability to draw on course materials and your own experience productively, (3) professionalism of your conduct (attendance, punctuality, preparedness, and showing respect to all section members and their class contributions.)

Group Project (in groups): 30% of your grade: You need to form a group with 4-6 group members within the first week of the semester. This group has two major tasks: (1) group presentation, and (2) group peer evaluation. Please refer to the document Group Project Requirement & Rubrics for detailed information.

Online Quizzes (individual): 10% of your grade.

Final Exam (individual): 40% of your grade: The final exam takes place at the end of the course and covers all topics and readings addressed in the course. The duration is 60 minutes. Please note that there is a minimal passing grade of 4 (out of 10) for the final exam. In case you receive a lower than 4 in the final exam you will automatically fail the course. Refer to the following information for resit/retake policy.

PROFESSOR BIO

Professor: **BIN MA**

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Professor of OB and Leadership

Dr. Bin Ma's research is primarily on leadership with three focuses: 1) leadership in dyadic and/or team level settings; 2) strategic leadership and its impact on organizational outcomes; and 3) leadership in the contexts of entrepreneurship and innovation. His work was published in the Journal of Occupational and Organizational Psychology, Academy of Management Best Paper Proceedings, among others, and was reported by public media, such as Forbes. He has also presented his research at international conferences. Prior to his doctoral education, from 2007 to 2011, he co-founded Fulighten Optoelectronics Tech Co. Ltd, Shenzhen, China, and operated the company as the vice president and marketing executive. He also serves the Academic Director of IE China Center, the research center at IE with a focus on business management and economic growth in China.

Education Background

Ph.D. in Management, M.Phil. City University of New York

M.S.-Organizational Behavior New York University

Teaching Experience

Lecturer, Trulaske College of Business, University of Missouri, Columbia

Lecturer, Zicklin School of Business, Baruch College, City University of New York

