

**THE UNIVERSITY OF HONG KONG  
FACULTY OF BUSINESS AND ECONOMICS**

**School of Business**

**2008-2009 Semester I  
BUSI1005A – Organisational Behaviour**

**I. Information on Instructor**

Instructor: Dr. NG Sek Hong  
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Phone: 2859-1003  
Consultation times: 3:00pm – 7:00pm; other times by appointment only

**II. Course Description and Objectives**

**Course Description:**

This course proposes to present and equip the students with a basic framework and a conceptual language for understanding human attitudes, expectations and behaviour within an organisational context, especially at the workplace level. Some of the key assumptions explaining human behaviour in an organisation, widely labelled as ‘behavioural science’ theory(ies), are also examined in this course. As it will be later demonstrated in the course, many of these ideas and concepts are anchored in the two principal streams of the social science discipline, psychology and sociology. Such a theoretical perspective combining both sociological and psychological notion will help students to appreciate important notions like stimulus, response, cognition, learning, roles, expectations and norms, as well as other ideas and terms which are encountered always in this subject-area.

**Objectives:**

This course has not only theoretical but also applied objectives. Theories developed and evolved about organisational behaviour (OB) can be applied resourcefully to the various areas of managing a business or non profit-making organisation, in areas including marketing, production, finance and human resource management. However, it is particularly relevant to the management of people within an organisation by virtue of its nature as the study of human behaviour. People management is always generically known as personnel management (PM) or in a more trendy language, as human resource management (HRM) which has assumed increasing importance at the workplace level as a key and strategic area of specialism in business administration or management study. Besides, having a

more competent knowledge about organisational behaviour will also enable students to understand better management decisions and actions in the organisational milieu, as well as leadership and group behaviour upon which they are based. They can become more proactive actors and participants when entering an organisation for work and employment.

The topics to be covered by this course can be grouped into three main clusters. The first relates to perception, motivation, learning and human actions. The second pertains to the collective aspects of group, leadership, power and authority, and conflict while the third deals largely with organisational issues such as communication, organisational development, organisational culture, organisational learning and change management.

#### **Basic Texts Recommended:**

1. Fred Luthans, Organizational Behaviour, 11<sup>th</sup> edition, Boston, Massachusetts: Irwin/McGraw-Hill, 2008.
2. Stephen P. Robbins, Organizational Behavior, 12<sup>th</sup> edition, Englewood Cliffs, New Jersey: Prentice-Hall, 2006.

#### **Additional References:**

1. Charles Handy, Understanding Organisations, 4<sup>th</sup> edition with a new forward and new introduction, Harmondsworth: Penguin, 1999.
2. Ng Sek Hong and Carolyn Y. W. Poon, Business Restructuring In Hong Kong: Strengths and Limits of Post-Industrial Capitalism, Hong Kong: Oxford University Press, 2004.

### **III. Learning Outcomes**

1. Students are expected to acquire a basic understanding on the key issues benchmarking the subject-area of organisational behaviour as outlined in the course objectives given above.
2. In order to have a basic conceptual background for understanding and examining the above issues, students in the course will also be provided with a broad overview of the key concepts which have evolved and applied to the associated field of managing people in an organisation.
3. The course structure is designed to cover altogether ten topics. Students should therefore be able to demonstrate to have appreciated the main vein of discussions pertaining to each of these ten topics.

4. Students should be able to apply what have been learnt in this course to the managerial and professional practices as human resource managers and consultants, employment and industrial relations officers in the public service.
5. The course lays the theoretical groundwork for postgraduate studies and enables these students to pursue research work in the field of organisation and employment studies.

#### IV. Teaching and Learning Activities

1. Two-hour lecture per week – All students are required to attend the two-hour lecture.
2. One-hour group presentation per week – Topic Questions and Cases will be discussed and each group will make a presentation of their case analyses.

#### V. Assessment

Assessment	Points
<b>Continuous Assessments</b>	
<b><u>Group Work</u></b>	
1. Case Analysis and Presentation	15%
2. Presentation Group Report	15%
<b><u>Individual Work</u></b>	
1. Attendance & In-class Participation in Lecture	10%
2. Individual Essay	30%
<b>Comprehensive Final Examination</b>	30%
<b>TOTAL POINTS</b>	<b>100%</b>

#### VI. Standards for assessment

1. Presentation will develop students' ability to summarise major case issues, prepare for case discussions, evaluate and apply the concepts learned and present their case analysis.
2. Individual assignments will enable student to further develop their problem solving skills.
3. Final examination will test students' understanding of basic concepts and their ability to evaluate, integrate and apply knowledge learned in the course.

#### VII. Academic Conduct

**Respect your instructors and your fellow students. Be considerate to others.**

Students are required to attend all classes (Lecture, Small Group Discussion and Tutorial Sessions) **on time** and should not enter the classroom 15 minutes after the class' scheduled starting time. If you have to leave the class early, please inform the instructor before the class begins. Please sit near the door and exit quietly. If

you fail to inform the instructor before you leave, no credit will be given for your class attendance.

Please observe the following class rules when the class is in session:

1. Do not talk to your fellow students
2. Do not read newspaper or magazine
3. Do not use your hand phone (please turn off your hand phone and beeper)
4. Do not eat or drink in class
5. Do not leave the class without permission

Any violation of these class rules will be subject to point reduction (e.g., 10 points for each violation) and possible dismissal from the class.

## VIII. Course Schedule

<b>Week</b>	<b>Date</b>	<b>Topic</b>
1	Sept 1	Course Introduction
	Sept 5	Topic 1: Perception
2	Sept 8	Topic 1: Perception
	Sept 12	Topic 2: Motivation and work Motivation, Incentives, Performance and Satisfaction
3	Sept 19	Topic 2: Motivation and work Motivation, Incentives, Performance and Satisfaction
4	Sept 22	Topic 3: Group and Team
	Sept 26	Topic 3: Group and Team
5	Sept 29	Topic 4: Conflict and Stress
	Oct 3	Topic 4: Conflict and Stress
6	Oct 6	Topic 5: Leadership, Power and Control
	Oct 10	Topic 5: Leadership, Power and Control
7	Oct 13	Reading / Field Trip Week
	Oct 17	Reading / Field Trip Week
8	Oct 20	Topic 6: Communication
	Oct 24	Topic 6: Communication
9	Oct 27	Topic 7: Organisational Development
	Oct 31	Topic 7: Organisational Development
10	Nov 3	Topic 8: Culture
	Nov 7	Topic 8: Culture
11	Nov 10	Topic 9: Organisational Learning
	Nov 14	Topic 9: Organisational Learning
12	Nov 17	Topic 10: Managing Change
	Nov 21	Topic 10: Managing Change
13	Nov 24	Topic 10: Managing Change
	Nov 28	Course Review

**\* The information in this syllabus is subject to change and any changes made to this syllabus will be announced in the class.**