

Ministry Of Education Of The Republic Of Azerbaijan

Western Caspian University



"I approve" Head of Department i.e.d., prof. D.A.Bagirov \_\_\_\_\_ 2023

“Organizational Behavior” subject  
Syllabus  
(working curriculum)

Faculty (school): “Economics and Business”

Department: “Management”

Specialty: 409/3 - “BIE (MBA) ENG’

1. Information about the subject:

Subject program: Approved by the protocol No. 01 of the department dated September 14, 2023.

Subject code: IPF-0

Subject type: Basic

Subject teaching semester: P-

Total teaching load: 30 hours- (15 hours of lectures, 15 hours of seminars)

Subject teaching form: Visual

Subject teaching language: English

Credits on ECTS:

2. Information about the teacher:

Name, surname, academic degree and academic title of the teacher teaching the subject:

Nuri Hatem Firuz oglu (master, doctoral student)

Advice days and hours:

E-mail address: hatamnuri@gmail.com

Legal address of the department: Baku city, Ahmed Rajabli, 3rd turn

3. Course description: The Organizational Behavior course examines the basic principles and concepts related to human behavior within organizations. Students will explore individual and group dynamics, leadership, communication, motivation and organization culture. The aim of the course is to gain a deeper understanding of how these factors affect organizational effectiveness and performance.

4. Purpose of the course: At the heart of every developing organization are individuals and groups that understand the dynamics of human behavior and use it to achieve success. The mission of our Organizational Behavior course is to empower students with the knowledge, skills and insights they need to excel in today's complex and diverse workplaces. Our course seeks to deeply understand the basic principles of Organizational Behavior and its important role in shaping the activities and culture of organizations. We aim to inspire our students to be thoughtful and empathetic leaders, effective team members, and insightful decision makers.

5. Course results: effective teaching of the topics provided for in the program in the discipline "Organizational Behavior" will allow personnel at the master's level to master the necessary knowledge about the organization and management of material flows.

6. Course methodology: the course is taught using active learning technology. Students will mainly use the method of free research and study, the role of the teacher consists in issuing a list of decency, disclosing the essence of methods and techniques, and issuing appropriate tasks. The main learning tools used during the teaching of the subject:

- \* Research of current topics, group work, conducting research, electronic team tasks, etc.
- \* Lectures (will be prepared on the basis of scientific works, articles and textbooks with official registration).
- \* Discussions with students on topics (they may have proposals, ideas or projects that they want to implement).
- \* Homework will consist of lesson texts and lesson materials.

7. Materials used in the lesson: projector, board, markers (for board and flip - cart), flip-cart, etc.

8. Attendance requirements: if the total number of missed audience hours during the semester in the subject is above the limit set by the normative documents, the student is not allowed to take the exam in that subject and his academic debt remains in that subject. Students' absenteeism and delays affect their final grades. Exceptions related to attendance in the subject are not accepted by the teacher.

9. Evaluation:

Assessment by class attendance:

The maximum score given for class attendance is 10 and is determined by the dean's office. If the student does not attend more than 25% of the auditorium classes in the subject, then the student is not allowed to take the exam in that subject. In the reverse study, the exam indicators of the student are added to the score accumulated as a result of educational activities during the semester.

Assessment by freelance work:

\* Students are given 10 freelance jobs during the semester. Each freelance work is rated at 1 point.

\* Free works-reflect the technical, logical essence and the policy of academic honesty (plagiarism), social responsibility, inclusiveness, etc. its principles must be handed over taking into account the policy of compliance with the rules laid down by the University (the exact time will be brought to the attention of students by the teacher).

Daily assessment:

\* Students' knowledge is regularly evaluated during the educational process;

\* Daily assessments are conducted on the basis of presentations and questions and answers prepared by students on the given topic. In 1 lesson, 20-25% of students can be assessed;

\* Depending on their answers, students are assessed with a score between “0” and “10” points, and the use of theoretical knowledge is 5 points, and its adaptation with practical knowledge is 5 points.

Colloquium evaluation:

\* During the semester, students are organized colloquium exams between 15-20 dates of each month and are evaluated with a score between, 0-10' points.

Final exam evaluation:

The maximum score that the student will score before the Final exam is 50. This puppy is not set a minimum threshold. The maximum score that a student can score in the Final exam is 50. The amount of points scored by the student in the final exam should not be less than 17 points. A student with a score below 17 on the Final exam is assessed as unacceptable. Business projects prepared by students in the Final exam will be minced by the commission with a maximum score of 50 points.

According to the final amount of points scored during the semester in the subject, students' knowledge is assessed as follows:

A – "excellent" - 91-100 points;

B – "very good" – 81-90 points;

C – "good" - 71-80 points;

D – "sufficient" - 61-70 points;

E – "satisfactory" - 51-60 points;

F – "insufficient" - less than 51 points.

A student whose final grade is insufficient is considered not to have completed the course, and he must retake the exam in the relevant subject, provided that he attends classes in the following year.

10. Rules of etiquette: when a student violates the rules of internal discipline of the University, measures are taken in accordance with the regulation.

If there are cases of delay during the lesson, hindering the teacher and fellow students, talking, phone calls, not taking written notes, not following the instructions of the teacher according to the rules of discipline, as well as such unethical situations, a presentation will be written and the dean's office will be informed of this in the form of a complaint. If this case occurs more than three times, an official application will be made to the university administration to remove it from the lesson.

11. Subjects taught in the subject:

№	Name of topics		
		Lecture	Seminars
1.	Topic 1. Introduction to Organizational Behavior		
	Overview of Organizational Behavior		
	Importance of OB in Modern Organizations	2	2
	Historical Development of OB Theories		

2.	<p>Topic 2. Individual Behavior</p> <p>Personality and Perception Attitudes and Job Satisfaction Motivation Theories</p>	2	2
3.	<p>Topic 3. Group Dynamics</p> <p>Group Formation and Development Team Building and Effectiveness Conflict Resolution and Collaboration</p>	2	2
4.	<p>Topic 4. Leadership and Influence</p> <p>Leadership Theories and Styles Power and Influence in Organizations Leadership Development</p>	2	2
5.	<p>Topic 5. Communication and Decision-Making</p> <p>Effective Communication in the Workplace Decision-Making Models Barriers to Effective Decision Making</p>	2	2
6.	<p>Topic 6. Organizational Culture</p> <p>Understanding Organizational Culture Cultural Change and Transformation Ethical Culture and Corporate Social Responsibility</p>	2	2
7.	<p>Topic 7. Organizational Change and Development (4 hours)</p> <p>Resistance to Change Change Management Strategies Organizational Development Interventions</p>	2	2
8.	<p>Topic 8 Application and Review</p> <p>Applying OB Concepts to Case Studies Course Review and Final Assessment</p>	2	2

	General	16	16
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12. Lecture texts of the subject: lecture texts on all topics of the subject are posted in the teacher's e-mail.

13. Requirements, tasks in the discipline: in modern conditions, the study of various forms of strategy in the training of competent, enterprising personnel in the field of business is of great importance. The complexity of the system of market relations, qualitatively high exactingness to the process of product distribution, the creation of flexible production systems, transportation, storage of products, the creation and control of the necessary resources, the mechanism of planning and organization of the procurement process, shuttle service, etc. the most important factors that can make it necessary to apply logistics as a scientific field. Therefore, the study of the economic nature of logistics allows future economists at the resource stage to show possible ways of effective management of material, financial, information, personnel and other resources of each economic entity both in the sphere of production and circulation.

14. Students' comments and comments on the subject:

15. Recommended textbooks, teaching aids and methodical materials:

1. "Organizational Behavior" by Stephen P. Robbins and Timothy A. Judge
2. "Organizational Behavior: Improving Performance and Commitment in the Workplace" by Jason A. Colquitt, Jeffrey A. LePine, and Michael J. Wesson
3. "Organizational Behavior: Human Behavior at Work" by John W. Newstrom and Keith Davis
4. "Organizational Behavior and Management" by Ivancevich, Konopaske, and Matteson
5. "Organizational Behavior: Essentials for Improving Performance and Commitment" by Colquitt, LePine, and Wesson

The syllabus of the discipline "organizational behavior" is compiled on the basis of the curriculum and subject program in the specialty 409/3 - "BIE (MBA) ENG" -.

Syllabus was discussed and approved at the Department of Management ("September 14, 2023 Protocol No. 01).

Head of the department: prof. D.A. Bagirov

Subject teacher: H.F.Nuri