OSTIM TECHNICAL UNIVERSITY
FACULTY OF ECONOMICS AND ADMINISTRATIVE SCIENCES
MANAGEMENT INFORMATION SYSTEMS DEPARTMENT
COURSE SYLLABUS FORM

MIS 204 Organizational Behavior							
Course Name	**Course Code**	**Period**	**Hours**	**Application**	**Laboratory**	**Credit**	**ECTS**
Organizational Behavior	MIS 204	1	3	0	0	3	4

Language of Instruction	English
Course Status	Elective
Course Level	Bachelor
Learning and Teaching Techniques of the Course	Lecture, Question-Answer, Problem Solving

Course Objective
The aim of this course is to understand the basic concepts of Organizational Behavior and its effects on business life. After taking this course, students will demonstrate familiarity with the major concepts, theoretical perspectives, empirical findings, and trends in Organizational Behavior. Having learned the main concepts, theories, and trends, students will be able to utilize them in real-life work settings.

Learning Outcomes
The students who succeeded in this course will be able to;   1. Master the basic concepts of Organizational Behavior in the literature,   2. Explore the usage areas of Organizational Behavior in business life,   3. Evaluate the role of Organizational Behavior in today's competitive business environment,   4. Identify how Organizational Behavior can solve a business problem,   5. Comprehend subjects such as personality, leadership, work teams, decision-making, emotions, motivation, perception, conflict & negotiation, and organizational culture & change

Course Outline
The course starts with an introduction to Organizational Behavior and the importance of Organizational Behavior in understanding human behaviors in the work setting. Topics include factors that influence perception, the link between perception and individual decision-making, theories of motivations, the application of the motivation theories to understand behaviors of workers, cues to creating effective teams, turning individuals into team players, understanding various types of teams such as cross-functional teams, virtual teams, and self-organizing teams; causes job satisfaction, understanding satisfied and dissatisfied employees, application of motivation in the work such as job redesign, job rotation, employee involvement; defining and measuring personality traits, types of leadership and their effects on the employee performance in industrial life, and finally making sense of ourselves and others.

Weekly Topics and Related Preparation Studies		
Weeks	**Topics**	**Preparation Studies**
1	Course Introduction Reviewing Course Syllabus and Rules Defining Organization Behavior	− Introduction to the course − Course Syllabus and requirements − What is Organization Behavior?
2	Emotions and Moods	− What Are Emotions and Moods? − Sources of Emotions and Moods − Emotional Labor − Affective Events Theory − Emotional Intelligence
3	Perception & Individual Decision Making	− What Is Perception? − Person Perception: Making Judgments About Others − Attribution Theory − The Rational Model, Bounded Rationality, and Intuition − Biases and Errors in Decision Making − Three Ethical Decision Criteria
4-5	Personality	− What Is Personality? − Defining & measuring personality − The Big Five Personality Model − Core Self-Evaluations − Self-Monitoring and Proactive Personality − Machiavellianism and Narcissism − Person-Job Fit & Person-Organization Fit

6-7	Motivation	− Hierarchy of Needs Theory − Two-Factor Theory − McClelland's Theory of Needs − Self-Determination Theory − Goal-Setting Theory − Self-Efficacy Theory − Reinforcement Theory − Equity Theory − Expectancy Theory
8	**MIDTERM EXAM**	
9	Attitudes and Job Satisfaction	− Main components of attitudes − The major job attitudes − What causes job satisfaction − Measuring job satisfaction − Satisfied and dissatisfied employees in the workplace
10	Application of Motivation in Work Setting	− Motivating by Job Design − The Job Characteristics Model − Job redesign − Job Rotation − Job Sharing − Employee Involvement − Employee Recognition Programs
11	Work Teams	− Types of Teams: self-managed work teams, cross-functional teams, virtual teams − Creating Effective Teams: Team composition, Team context − Turning individuals into team players: selecting, training, rewarding
12-13	Leadership	− Trait & Behavioral Theories − The Fiedler Contingency Theory − Charismatic Leadership − Transformational Leadership − Authentic Leadership − Servant Leadership − Leader-Member Exchange Theory

14	Conflict & Negotiation	− Types of Conflict − Loci of Conflict − The Conflict Process − Bargaining Strategies − The negotiation Process − Individual Differences in negotiation − Third-Party Negotiations
15	Organizational Culture & Organizational Change	− A Definition of Organizational Culture − Do Organizations Have Uniform Cultures? − Strong versus Weak Cultures − Culture and Sustainability − Culture and Innovation − Culture as an Asset − An Ethical Culture − A Positive Culture − Overcoming Resistance to Change − Creating a Culture for Change
16	FINAL EXAM	

Textbook(s)/References/Materials:

Textbook: Robbins, S. P. & Judge, T. A. (2017). Organizational Behavior. Pearson, Seventeenth Edition.

Supplementary References: Spector, P. E. (2012). Industrial and Organizational Psychology: Research and Practice. Singapore: Wiley.

Other Materials:

Assessment		
Studies	**Number**	**Contribution margin (%)**
Attendance		
Lab		
Class participation and performance	1	5
Field Study		
Course-Specific Internship (if any)		
Quizzes / Studio / Critical	5	15
Homework		
Presentation		
Projects		
Report		
Seminar		
Midterm Exam/Midterm Jury	**1**	**30**
General Exam / Final Jury	**1**	**50**
Total		**100**
Success Grade Contribution of Semester Studies		**50**
Success Grade Contribution of End of Term		**50**
Total		**100**

ECTS / Workload Table			
Activities	**Number**	**Duration (Hours)**	**Total Workload**
Course hours (Including the exam week): 16 x total course hours)	16	3	48
Laboratory			
Application			
Course-Specific Internship (if any)			
Field Study			
Study Time Out of Class	14	2	28
Presentation / Seminar Preparation			
Projects			
Reports			
Homework			
Quizzes / Studio Review	5	1	5
Preparation Time for Midterm Exams / Midterm Jury	1	15	15
Preparation Period for the Final Exam / General Jury	1	20	20
Total Workload		**(116/30 = 3,9)**	**116**

	Course' Contribution Level to Learning Outcomes					
Nu	**Learning Outcomes**	**Contribution Level**				
		1	**2**	**3**	**4**	**5**
LO1	To master the basic concepts of Organizational Behavior					X
LO2	To explore the usage areas of Organizational Behavior in business life					X
LO3	To evaluate the role of Organizational Behavior in today's competitive business environment					X
LO4	To relate Organizational Behavior concepts with industrial life and worker psychology					X
LO5	To know subjects such as emotions and moods, personality, perception, job satisfaction, teams, motivation, decision-making, conflict & negotiation in the work, leadership, and organizational culture & change					X
LO6	To identify the major behavioral challenges to building and using behaviors in organizations					X
LO7	To understand how knowing behavioral concepts and means can solve a business problem					X

Nu	Program Competencies	Relationship Between Course Learning Outcomes and Program Competencies (Department of Management Information Systems)							Total Effect (1-5)
		Learning Outcomes							
		L1	L2	L3	L4	L5	L6	L7	
1	Recognize and distinguish the basic concepts such as data, information, and knowledge in the field of Management Information Systems and know the processes to be followed for data acquisition, storage, updating, and security.	x	x			x	x		4
2	Develop and manage databases suitable for collecting, storing, and updating data.			x	x	x			3
3	As a result of his/her ability to think algorithmically, and easily find solutions to problems concerning basic business functions.			x		x	x		3
4	Learn programming logic, and have information about current programming languages.								
5	Be able to use up-to-date programming languages.								
5	Be able to take part in teamwork or lead a team using knowledge of project management processes.	x		x	x		x	x	5
6	Know ethical and legal rules, and use professional field knowledge within the scope of ethical and legal rules.		x	x	x	x	x	x	5
7	Know the fundamental areas of business administration namely management and organization, production, finance, marketing, numerical methods, accounting, etc., and have the knowledge and skills to work in-depth in at least one of them.	x	x	x	x	x	x	x	5
8	Be able to solve the problems encountered in the field of internet programming by designing web applications.								
9	Develop and manage logistics and supply chain management activities					x	x	x	3

									Effect
10	Adapt his/her theoretical knowledge and the experience he/she will gain through practice at the departments of businesses such as information technologies, R&D, and management to real life.	x	x	x	x	x	x	x	**5**
11	Be able to develop strategies that will provide a competitive advantage with his/her advanced knowledge of management strategies and management functions.					x	x	x	x	**4**
12	Develop a business idea, commercialize the business idea, and design and manage his/her venture using entrepreneurial knowledge.			x	x	x	x	x		**4**
13	By using English effectively, they can follow, read, write, speak and communicate universal information in the field of management information systems in a foreign language with professional competence.	x	x	x	x					**4**
Total Effect									**45**

Policies and Procedures
Web page: https://www.ostimteknik.edu.tr/management-information-systems-english-1241/915
Exams: The exams aim at assessing various dimensions of learning: knowledge of concepts and theories and the ability to apply this knowledge to a work setting, through analyzing the situation, distinguishing problems, and suggesting solutions. The exams can consist of various types; multiple-choice, fill-in-the-blank, matching, true-false, and open-ended questions.
Assignments: Quizzes and Homework (Assignments) might be applicable. Scientific Research Ethics Rules are very important while preparing assignments. The students should be careful about citing any material used from outside sources and reference them appropriately.
Missed exams: Any student missing an exam needs to bring an official medical report to take a make-up exam. The medical report must be from a state hospital.
Projects: Not applicable.
Attendance: Attendance requirements are announced at the beginning of the term. Students are usually expected to attend at least 70% of the classes during each term.

Objections: If the student observes a material error in s/he grade, s/he has the right to place an objection to the Faculty or the Department. The claim is examined and the student is notified about its outcome.