



## Organizational Behavior Management (OBM)



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## Introduction:

Organizational behavior management is a great way to improve your workplace, increase employee satisfaction and productivity. It can also help you set attainable goals while keeping employees productive. This management strategy can allow managers to improve their workplace through a deliberate approach to important data and necessary changes.

## Targeted Groups:

- Anyone with a responsibility for improving individual and team performance, including leaders, managers, consultants and human resources professionals.

## Course Objectives:

At the end of this course the participants will be able to:

- Define 'organizational behaviour'
- Describe methods used to study it
- Identify common challenges and opportunities in the field
- Examine the link between institutional values and individual actions
- Identify the major personality traits that affect organizational behaviour
- Discuss the influence of the 'self' in the process of perception
- Recall the effect of national culture on individual differences
- Explain the relevance of the 'trait approach' in defining and promoting useful leadership development
- Evaluate that power can have both positive and negative consequences
- Analyze political behaviour within organizations
- Understand human behavior in a variety of organizations through communication, motivation, group dynamics, leadership, power, performance management, technology, and organizational design and development.
- Build a foundation in interpersonal effectiveness, organizational conflict resolution, talent recruitment, training, labor relations, and legal issues.
- Acquire knowledge in focused topic areas, such as change management, self-and-team management, and leadership communication.

## Targeted Competencies:

- Management
- Organizational Behavior
- Employee Behavior
- Global Management
- Managerial Ethics
- Teamwork and Leading Teams
- Organizational Commitment
- Job Performance

## **Course Content:**

### **Unit 1: Organizational Behavior**

- Learning Outcomes
- Understanding Organizational Behavior
- Understanding How OB Research Is Done
- Trends and Changes

### **Unit 2: Understanding People at Work**

- The Interactionist Perspective: The Role of Fit
- Individual Differences: Values and Personality
- Perception Process
- The Role of Ethics and National Culture

### **Unit 3: How to Manage People**

- Motivation
- Leadership
- Teamwork
- Culture

### **Unit 4: Management and Influence**

- Trait Approach
- The Basics of Power
- The Power to Influence
- Organizational Politics
- Understanding Social Networks

### **Unit 5: Employee Behavior and Decisions**

- Organizational Commitment
- Job Satisfaction
- Job Performance
- Stress
- Learning
- Goals and Planning
- Decision Making at the Managerial Level
- How to Manage Innovation and Change

### **Unit 6: Teams**

- Team Characteristics
- Effective Teams and Conflict
- Communication
- Leading Teams