

## Syllabus 2024-2025 – Management and Organizational Behavior



- **Course Title:** Management and Organizational Behavior
- **Program:** L3 Law & Management
- **Apogee code:** DLUDE614 ● **Period:** Semester 6 ● **ECTS credits:** 6
- **Language of instruction:** English
- **Teaching method:** On-site
- **Total hours:** ● **Lecture hours:** 30 ● **TD hours:** 15
- **Personal work hours per student:** Expect 2-3 hours per week maximum
- **Course leaders:** Lizzy OGBODO, 4<sup>th</sup> Yr. Ph.D. / Maysam NOUR EDDIN, 3<sup>rd</sup> Yr. Ph.D. students
- **TD instructors:** Lizzy OGBODO, 4<sup>th</sup> Yr. Ph.D. student

### COURSE DESCRIPTION

- *Presentation:*

The **primary** purpose of this course is to introduce you to the fundamental and topical concepts and theories in the field of Organizational Behavior (OB). This science looks at the way individuals and groups operate when working together.

We put significant emphasis on **you**, the students, to operate and function as if you were in the organizations and companies we discuss. We use experiential methods to teach this program. You will do work on your own, and in groups and lectures, we will cover broad, overarching concepts; then, in your TD sessions, you will dive deeper into particular OB topics.

We offer analytical frameworks and case study analyses to assist you in increasing your effectiveness and skill in observing, understanding, and managing organizational behavior.

The course will selectively survey ideas and frameworks from different organizational theories and explore their implications for practice.

- *Relationship to your program:*

The course is positioned for the second semester of your L3 Law & Management track for the following reasons.

**The theoretical and applied knowledge acquired in this course will help you understand, discuss, and operate inside law or management with solid knowledge about OB and its impact on an organization, regardless of size.**

- *Learning Objectives:*

By the end of the course, **you** will be able to:

- Develop knowledge about management & organizational behavior (OB).
- Gain experience applying management and OB knowledge to issues relevant to business organizations and practicing managers.
- Gain experience in communicating your analyses, conclusions, and recommendations professionally.
- Develop the ability to critically analyze, organize, and create a plan to deal with the managerial and organizational implications of OB issues at the individual, interpersonal/group, and organizational levels of analysis.
- Reflect on your personality and values concerning the matters and issues discussed in the course.
- Develop awareness of, and reflect on, the ethical concerns and social implications related to issues discussed in this course.
- *Cross-curricular skills*: Note at present, but they may emerge
- *International*: Yes
- *Social and environmental responsibility*: Yes
- *Prerequisites*: Be an L3 Law & Management student in good standing.
- *Content & Program Organization*:

### **Teaching Volume:**

30 hours CM (*10 sessions of 3 hours*)

15 hours TD (*5 sessions of 3 hours*)

### **Teaching Methods:**

This course is taught with experiential learning techniques. We will ask you to “participate” in your unique learning experience.

It is not all PowerPoint slides and then an exam. We, as teaching staff, do not want the regurgitation of facts and figures. We want **you** to be aware of and present to how law, and management, are intertwined into OB.

There will be lectures, case studies, role-playing, simulations, readings, debates, news reports, and social media reviews concerning OB issues in the world today.

### **Teaching Staff:**

Maysam NOUR EDDIN. Email: [maysam.nour-eddin@tsm-education.fr](mailto:maysam.nour-eddin@tsm-education.fr)

Elizabeth (Lizzy) OGBODO. Email: [elizabeth.ogbodo@tsm-education.fr](mailto:elizabeth.ogbodo@tsm-education.fr)

## Course Schedule:

Date	Tutor	Topics
January 14	Maysam	Course Introduction – Assessment information, what is Organizational Behaviour and Emotions at Work
January 21	Maysam	Personality in the Workplace
January 23	Lizzy	<b>TD</b> – Emotions at work
January 28	Maysam	Motivation in Individuals & Teams
January 30	Lizzy	<b>TD</b> - Personality
February 4	Maysam	Perception, Attribution, & Decision-Making
February 6	Lizzy	<b>TD</b> – Motivation
February 11	Maysam	Psychological Contracts, Trust and Justice
February 13	Lizzy	<b>TD</b> – Psychological contracts, Trust and Justice
February 25	Maysam	Communication
March 4	Lizzy	Negotiation
March 11	Lizzy	Culture & Cultural Diversity
March 18	Lizzy	Leadership
March 20	Lizzy	<b>TD</b> - Person-Organization Fit
March 25	Lizzy	Leadership & final Wrap-up

- Evaluation Methods:

**CC = Formative Assessment:** There is **no resit opportunity**.

Participation and contributions to in-class and online discussions (Individual mark counting for 25%)

Group Presentation in-class or Zoom class (Group Mark, counting for 25%)

**CT = Summative Assessment, there is a resit opportunity**

- Individual Reflection Log (Individual Mark, counting for 50%)

### *Assessment Detail:*

- 1) Participation and contributions to in-class and online discussions (counting for 25%) This assessment evaluates your interactions in classes and online discussion threads.

2) If you cannot participate in a specific lecture or TD, please let us know as soon as you know. Please use Google Classroom or send us an email (to the email address above) so we are informed as far in advance as possible.

3) For each class, an online discussion thread will be assigned.

Your contributions in class and on discussion boards are judged using the following criteria:

- Regularity of Contributions (we consider justified absences and leaves).
- Quality of Contributions: NOTE: There is not ONE quality marker!

Different styles are possible, even predictable; you are you! Do you...

- Add pertinent points to the conversation
- Critically reflect
- Introduce creative ideas that are in line with the topic
- Collaborate and foster a positive team climate
- Be professional and polite in your interactions with others
- Answer others in an empowering way
- Moderate yourself and others, bringing the discussion back on track, exploring or bridging differences, etc.

2) Group Presentations - (Group mark, counting for 25%)

- You will work in groups of four to five students on this project (depending on your population size).
- You will be required to **create a 20-minute presentation** on an OB topic that interests you.
- We will have a list of topic suggestions posted on Google Sheets. If you want to pursue another issue you don't see, contact Lizzy to discuss your idea; we are open to discovery!
- There will be a **10-minute short Q&A** after each presentation. You will **also provide each other with peer feedback** based on a feedback technique we will cover in class. It will have a rubric for you to follow.
- Presentations will take place during the TD classes.

3) Individual Reflection Log - (Individual mark, counting for 50%)

- **Choose six (6) out of the 10 topics to be covered in this course** from now to the last week of class.
- You will write short reflection logs in a Word document. Use the following format: **Times New Roman, 12 font, 1.15 line spacing, half to 1 page.**
- In each log, write about one organizational behavior issue related to any topic taught in the class that you came across that week, that you consider relevant to your future career. It can be something you saw in class, at work, or even in the news, or something you took away from a relevant

conversation.

- In your log:
  - Briefly describe the issue and why you think it is essential.
  - Explain how you think you may be confronted with this issue in the future and what difficulties or challenges you may face.
  - Explain what you could do about it/how you could best manage it.

**Please submit your reflection log via Google Classroom in the appropriate folder.**

Speak to us if you are having difficulties with this assignment.

**Performance in the presentations and reflection logs for the module is judged against the following criteria:**

- Recognize and understand the role of concepts/issues in OB.
- Structure and clarity of your perspectives, arguments, & presentation.
- Quality of analysis and interpretation and extent of critical evaluation.
- Ability to synthesize relevant material from various sources, including evidence of more extensive reading.

**Plus, one additional criterion for your presentations:**

- Creativity and capturing the audience's interest.
- *Recommended readings*
  - Robbins, S. P., & Judge, T. A. (2017). *Organizational behavior*. Pearson.
  - Phillips, J. M., & Gully, S. M. (2011). *Organizational behavior: Tools for success*. Cengage Learning.
  - Individual articles will be assigned in class and directly posted on Google Classroom.

#### **Disclaimer**

**The information provided in this syllabus is tentative and subject to change.  
Changes to the syllabus will be announced in class.**