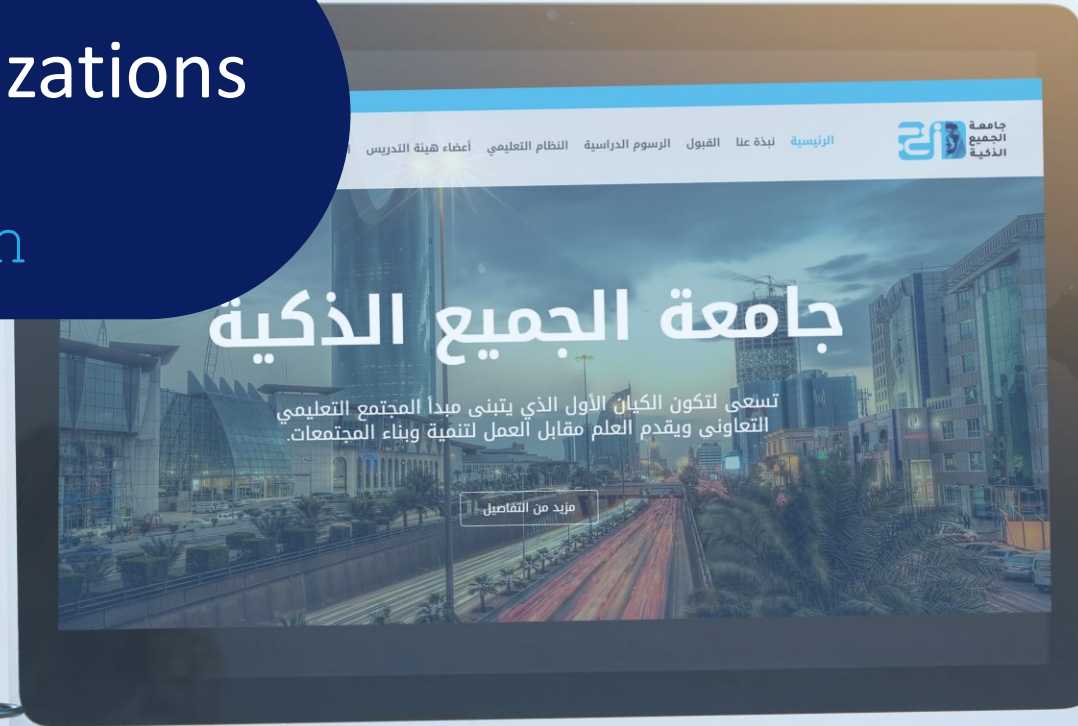


Managing People and Organizations

Course Orientation



MGM603_Summer2022

Dr. Ayman Elmaasrawy



جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY

اهلا وسهلا بكم
بجامعة الجميع
الذكية



جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY

نبذة شخصية

الاسم	أيمن المعصراوي
المؤهلات العلمية	Ph.D 2019 هندسة الاتصالات
	MBA 2013 الاكاديمية البحرية للعلوم والتكنولوجيا
	Msc. 2011 هندسة عين شمس
	2009 اعداد قادة معهد اعداد القادة الشركة المصرية للاتصالات
	Bsc. 1999 جامعة بنها
العمل	مدير عام باحدى شركات الاتصالات
	محاضر بمعهد المستقبل بالقاهرة
	محاضر بمعهد الجيزة
	محاضر بجامعة الجميع الذكية



الفصل الدراسي صيف
٢٠٢٢-٢٠٢١

Summer Trimester
2021-2022

Welcome
Back



جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY

التقويم الأكاديمي



The image is a promotional graphic for the academic calendar of Everyone's Smart University (ESU) for the 2022/2023 academic year. It is divided into three vertical panels. The left panel shows a stylized illustration of a person sitting at a desk with a laptop, with a large blue brain graphic behind them. The middle panel contains a timeline of key dates for the semester. The right panel features a large monitor displaying the title 'التقويم الأكاديمي' (Academic Calendar) next to a brain graphic with gears and a computer monitor.

جامعة الجميع الذكية
Everyone's Smart University

الفصل الدراسي الصيفي لعام ٢٠٢٢/٢٠٢١

٢١ مايو ٢٠٢٢	بداية الدراسة للفصل الدراسي
١٨ يونيو ٢٠٢٢	موعد الاعتذار عن الفصل الدراسي وعن مقرر
٢٠ أغسطس ٢٠٢٢	بداية الاختبارات النهائية
٢٧ أغسطس ٢٠٢٢	نهاية الاختبارات النهائية

www.esu.ac.ae

جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY



الفترة الزمنية التعليمية في الفصل الدراسي الصيفي تكون مدة ١٢ أسبوع (منهم أسبوعين للاختبار النهائي)



Timing Of The Lectures



أوقات المحاضرات



التقويم الأكاديمي

-- ترفع المحاضرة الأسبوعية على المنصة التعليمية Moodle **يوم السبت من كل أسبوع في تمام ١٢ ظهراً** بتوقيت الرياض .

-- **حلقات النقاش** و هي حلقات أسبوعية اختيارية للطلاب وغرضها مناقشة ما تم طرحه في المحاضرة المسجلة لهذا الاسبوع. (يرجى مراجعة الموعد والمدة الزمنية لكل مقرر حسب الجدول)
-- حلقات النقاش اختيارية.



Moodle

moodle



جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY

Moodle

[HTTPS://MOODLE.ESU.AC.AE](https://moodle.esu.ac.ae)

- المنصة التعليمية يتم وضع كل ما يخص الكورس عليها وفقا للمخطط الزمني الخاص بالترم
- اهم المحتويات على المودل (العرض التقديمي للمادة العلمية - رابط تسجيل المحاضرات الاسبوعية - الاختبارات الاسبوعي - الاختبار النهائي - سجل الطالب من الدرجات والاعمال - اهم التنويهات والاعلانات الخاصة بالمادة -)



النشاطات الاسبوعية

1- يتم وضع المحاضرة على المودل كل اسبوع يوم السبت قبل الساعة 12م بتوقيت مكة المكرمة (البوربوينت -PDF - رابط تسجيل المحاضرة)

2- يتم تفعيل الاختيار الاسبوعي على المودل بداية من السبت كل اسبوع الساعة 10 م بتوقيت مكة المكرمة وينتهى فاعلية الاختبار يوم السبت التالى الساعة 9 م



النشاطات الاسبوعية

3- حلقة النقاش يوم الاثنين من كل اسبوع من الساعة 7م الى الساعة 8 م

يتم الدخول من خلال الرابط التالي:

<https://us06web.zoom.us/j/82484457659>



الاختبار الاسبوعي

- يتم رفع الاختبار على المودل يوم السبت من كل اسبوع الساعة 10 م ويكون متاح لمدة 7 ايام حتى يوم السبت التالي الساعة 9 م
- الاختبار يتكون من 8 اسئلة باللغة الانجليزية وتكون مترجمه باللغة العربية (اختيار من متعدد او صح وخطأ ويتم تصحيحه اتوماتيكيا من خلال المودل)
- لا يسمح بالتنقل بين الاسئلة
- مدة الاختبار 24 دقيقة
- الدخول مره واحدة فقط لكل طالب اسبوعيا على الاختبار ويعتبر بمثابة حضور المحاضرة



Course Outlines

Part 1: introduction to organizational behavior

An overview of organizational behavior

The changing environment of organizations

Part 2: individual behaviors and processes in organizations

Individual characteristics

Individual values, perceptions, and reactions

Motivating behavior

Motivating behavior with work and rewards

Part 3. Social and group processes in organizations

Groups and teams

Decision making and problem solving

Communication

Managing conflict and negotiating



Course Outline

Part 4. Leadership and influence processes in organizations

Traditional leadership approaches

Contemporary views of leadership in organizations

Power, influence, and politics

Part 5. Organizational processes and characteristics

Organizational structure and design

Organizational culture



Outcomes of the chapter:

- ❑ Define the organizational behavior and describe how it impacts both personal; and organizational success.
- ❑ Identify the basic management functions and essential skills that compromise the management process and relate them to organizational behavior.
- ❑ Describe the strategic context of organizational behavior and discuss the relationships between strategy and organizational behavior.
- ❑ Identify and describe contextual perspectives on organizational behavior.
- ❑ Describe the role of organizational behavior in management for effectiveness and discuss the role of research in organizational behavior.

Outcomes of the chapter:

- ☐ Describe the nature of diversity.
- ☐ Describe different types of diversity and barriers to inclusion that exist workforce.
- ☐ Discuss the emergence of globalization and cross-cultural differences and similarities.
- ☐ Discuss the changing nature of technology and its impact on business.
- ☐ Discuss emerging perspectives on ethics and corporate governance.
- ☐ Discuss the key issues in new employment relationships.

Outcomes of the chapter:

- ☐ Explain the nature of individual differences, the concept of fit, and the role of realistic job previews.
- ☐ Define personality and describe general personality frameworks and attributes that affect behavior in organizations.
- ☐ Identify and discuss other important personality traits that affect behavior in organizations.
- ☐ Discuss different kinds of intelligence that affect behavior in organizations.
- ☐ Describe different learning styles that influence how people process information and that affect behavior in organizations.

Outcomes of the chapter:

- ❑ Discuss how attitudes are formed, describe the meaning of cognitive dissonance, and identify and describe three important work-related attitudes.
- ❑ Describe the role and importance of values and emotions in organizational behavior.
- ❑ Describe basic perceptual processes and how perception affects fairness, justice, and trust in organizations.
- ❑ Discuss the nature of stress, identify the basic causes and consequences of stress, and describe how stress can be managed.

Outcomes of the chapter:

- ☐ Characterize the nature of motivation, including its importance and basic historical perspectives.
- ☐ Identify and describe the need-based perspectives on motivation.
- ☐ Identify and describe the major process-based perspectives on motivation.
- ☐ Describe learning-based perspectives on motivation.

Outcomes of the chapter:

- ☐ Characterize the nature of motivation, including its importance and basic historical perspectives.
- ☐ Identify and describe the need-based perspectives on motivation.
- ☐ Identify and describe the major process-based perspectives on motivation.
- ☐ Describe learning-based perspectives on motivation.

Learning Outcomes:

After studying this chapter, you should be able to:

1. Identify and describe different approaches to job design and relate each to motivation.
2. Discuss employee participation, empowerment, and flexible work arrangements and identify how they can impact motivation.
3. Describe the goal-setting theory of motivation and discuss broader perspectives on goal setting.
4. Discuss performance management and its role in motivation.
5. Describe how organizations use various kinds of rewards to motivate employees.

Sequence of Chapter 6:

- Chapter 5 described a variety of perspectives on motivation, a manager might still need to translate that theory into operational terms.
- managers may need to take certain steps to translate the potential for motivation directed at enhanced performance into real motivation and enhanced performance.
- Chapter 6 presents the more common methods used to enhance performance.
- The chapter covers six methods: job design, employee participation and empowerment, flexible work arrangements, **goal setting, performance management, and organizational rewards.**

Learning Outcomes

1. Define groups and teams and identify and describe several types of each.
2. Identify the five core group performance factors and relate them to groups and teams in organizations.
3. Discuss the stages of group and team development, other team performance factors, and the implementation process in the context of creating new teams.
4. Identify the primary benefits and costs of teams, how managers can promote effective team performance, and important team competencies.
5. Describe emerging team opportunities and challenges related to virtual teams and diversity and multicultural teams.

Learning Outcomes

1. Describe the nature of decision making and distinguish it from problem solving.
2. Discuss the rational approach to decision making.
3. Identify and discuss the primary behavioral aspects of decision making.
4. Discuss group decision making in organizations.
5. Discuss the nature of creativity and relate it to decision making and problem solving.

Thanks



جامعة زايد
EVERYONE'S SMART UNIVERSITY