

Managing People and Organizations

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MGM603

Managing People and Organizations

Orientation Lecture



Chapter
01

About the Instructor

Education

- Ph. D. in Business Economics/Financial Economics (Assessment: Excellent); University of Jordan, April 2014.
- MBA, Concentration in Finance, (Assessment: Very Good) University of Jordan, 2008.
- B.Sc. in Economics and administrative sciences, major in accounting and minor in banking and finance, (Assessment: Excellent); Yarmouk University, 2005.

**Chapter
01**

About the Instructor

Experience

- Associate Professor of Risk Management in Faculty of Business and Finance, at American University of Madaba. Sep. 15th 2015 until present.
- Head of Insurance and Risk Management Department - Jordan Deposit Insurance Corporation (JODIC), working for JODIC for more than 10 years (November 2005 – March 2016).

Chapter
01

About the Instructor

Consultations and Training

- Developing business model for emerging banks which includes establishing risk management department, building the theoretical and practical frame works, setting policy and procedure's guidance, and train the employees on the implementation stage through shadow management Project.
- Provided tenths of training courses in the field of risk management, Basel accord, internal control systems, internal auditing and governance.

Course Description

The course will be providing students with existing theoretical concepts of organizational behavior and human aspect in it. Students will gain a better basis for understanding, evaluating, and managing complex organizations. It is intended that student become more perceptive and knowledgeable about a way in which organizational system work and why they may not work; more conscious of the consequences of the choices one makes as a manager, and more confident that they possess the skills required to succeed in a corporate setting.

Course Description

Among learning outcomes related to managing people and organizations, students can develop their research skills; team working skills; communication and collaboration skills; critical thinking; problem-solving; and presentation skills.

Course Description

Major theories of organizational behavior and the emergence of strategic human resource management as a mechanism for managing people at work in organizations. Concepts of personality, motivation, communication, interpersonal relations, leadership, problem solving, organizational culture and structure, managing change. Processes and practices involved in implementing human resource strategy, such as recruitment, selection, training, and performance management. Practical skills associated with managerial success.

Course Outline

- An overview of organizational behavior
- The changing environment of organizations
- Individual characteristics
- Individual values, perceptions, and reactions

Course Outline

- Motivating behavior part
- Motivating behavior with work and rewards part
- Groups and teams
- Decision making and problem solving

Definitions for Organizational Behavior

- A discipline that deals with the study and application of knowledge about how people as individual and as group act within organizations

Definitions for Organizational Behavior

- A field of study that investigates the impact that individuals, groups and organizational structure have on behavior within the organization, for the purpose of applying such knowledge towards improving an organizational effectiveness”.

Stephen P Robins

Definitions for Organizational Behavior

- “Organizational behavior is to understand, predicting and controlling human behavior at work”

Fred Luthans

Importance of OB

- To learn about yourself and others
- Help you to retain the people who came up with the good ideas
- Solve new problems and adapt to new situations

Importance of OB

- OB focuses on improving productivity, reducing absenteeism and turnover, and increasing employee job satisfaction and organizational commitment.



Thank You