Organisational Behaviour: Applying Behavioural Skills in Your Workplace

Do you want to understand what really drives people and performance in your organisation?

How much more effective could you be if you mastered the psychology behind teamwork, motivation, and leadership?

Are you ready to apply the principles of organisational behaviour to create a workplace that is more engaged, productive, and adaptable?

Introduction

This course is designed for professionals who want to understand what truly drives people and performance at work. Organisational behaviour goes beyond theories—it explains how individuals, groups, and systems interact, and how managers can use this knowledge to lead effectively. Over four days, participants will explore five core areas: introduction, the individual, the group, the organisational system, and organisational dynamics. With practical insights and real-world applications, this program helps managers and executives harness behavioural concepts to plan better, build stronger teams, and implement strategies that work. By mastering these skills, participants will gain the tools to create a more engaged, productive, and adaptive workplace.

Program Objectives

This program aims to:
- Provide broad coverage of the field of organisation behaviour on theories and application.
- Enable students to develop their interpersonal or people skills to increase their effectiveness n their jobs.
- Train students on the method on how to improve productivity, reduce absenteeism and turnover, and increase employee citizenship and job satisfaction.
- Teach the student how to use the systematic study to improve predictions of behaviour that would be made from intuition alone.

Learning Outcomes

After completing this module, participants should be able to:
- Enhance understanding of principle and function of human resource managers
- Practice principle of psychology in human resource management

Who should attend?

Non-managerial, First-line management, middle management, senior management and anyone interested or in need to learn, to create and make desired changes to achieve his/her own or organisational goals.

Methodology

Case studies, forum discussion, role-play, presentations, gamification

Program Outline

Time	Day One
9.00am– 10.30am	**Fundamental of Human Attitude, Behaviour and Organisation Behaviour** In this module, the participants would start to understand the fundamental of attitude and behaviour. This includes the construct of the attitudes and behaviour, the determinant of the attitudes and behaviour and the interaction between attitudes and behaviour. After understanding the concept of attitudes and behaviour, the participants would start to link the individual attitudes and behaviour to the organisation behaviour.
10.30am-11.00am	**Break and Networking**
11.00am-1.00pm	**Job Satisfaction? No, Employee Engagement as Key of Organisation Development** In this module, the participants would look at how well a job provides the fulfillment of a need or want, or how well it serves as a source or means of enjoyment. The participants would learn how to create strategies to boost employee satisfaction and the more important employee engagement at the workplace.
1.00pm-2.00pm	**Lunch Break and Networking**
2.00pm-3.30pm	**Personality and Emotions** In this module, the participants would learn the application of locus of control, self-esteem, self-monitoring, risk-taking and personality A and Type B personality and how these concepts contribute to organisation behaviour. In addition, the participants would look into effect, emotions and moods and how to apply these elements in forming organisation behaviour.
3.30pm-4.00pm	**Break and Networking**
4.00pm-5.00pm	**Motivation as Organisation Success** This module exposes the participants to the understanding of human

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motivation. The participants would learn how to apply both intrinsic and extrinsic motivation factors in forming strategic activities to motivate the employees.

Time	Day Two
9.00am– 10.30am	**Perception and Individual Decision Making** This module helps to expose participants to the process of how perception affects the decision-making process, the 6 steps in a rational decision making process. At the same time, the participants would learn the decision making style of the person and how to overcome the biases errors of employees during decision making process.
10.30am-11.00am	**Break and Networking**
11.00am-1.00pm	**Foundation of Group Behavior** In this module, the participants would learn how to observe the interaction between individual. The participants would learn the characteristics of performers who think and act for the benefit of the organisation. However the non-performance group is sub-divided into the three sub-domains - the hero, the victims and the enemy.
1.00pm-2.00pm	**Lunch Break and Networking**
2.00pm-3.30pm	**Behavioural Economics in Organisation Behaviour** In this module, participants would understand the illogical human behaviour by understanding various concepts such as altruism, anchoring bias, bounded rationality, default behaviour, expert bias, fairness and reciprocity, familiarity bias, fear of change, framing problem, hedonic adaptation, head behavioural, and others concept in behavioural economics.
3.30pm-4.00pm	**Break and Networking**
4.00pm-5.00pm	**Nudging in Organisation Behaviour to create a Healthy Culture with Technology** In this module, the participants would learn how to apply nudging to form designed behaviour that creates a healthier corporate culture. The participants would learn how to manage conflicts and how to deal with non-performance.

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