

Arison School of Business

M.A Program in: Organizational Behavior & Development (OBD)

Prof. Zvi Eckstein

Dean

Dr. Dana Pereg

Program Head

Prof. Yair Amichai-Hamburger

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Mrs. Shiri zilberstein

Head of student administration

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Program faculty 2015-16

Dr. Pereg Dana	Dr. Klein Danny	Dr. Rubinstein Zohar
Dr. Amsel Jaime Luis	Adv. Kowarsky Jonathan	Dr. Satchi Rinat
Mrs. Boyskila-Yam Osnat	Mrs. Kurz Ronit	Dr. Schohat Lior
Mrs. Choppin Rachel	Dr. Lazer Ron	Mis Schori Noa
Dr. Dror Ishai	Dr. Lubitsh Guy	Mrs. Sharon Moshayof
Prof. Ein-Dor Tsachi	Dr. Michal Reifen Tagar	Mrs. Shiraz Gra
Dr. Granek Leeat	Dr. Moran Anisman-Razin	Dr. Sivanie Shiran
Dr. Hochman Guy	Dr. Navon Madi	Prof. Zakay Dan
Dr. Kalev Alexandra	Dr. Nir Dina	

Many efforts were invested in the preparation of this academic newsletter to assure that the information presented is comprehensive and accurate. This said, throughout the year there may be changes and corrections to the information contained herein. These changes will be announced at a later date.

The Center's academic authorities may withdraw, modify or add courses and to bring about changes in hours of instruction and / or in faculty, according to their discretion.

IDC Herzliya reserves the right to make changes to the curriculum; the syllabus uploaded at the beginning of each semester is the official and binding document.

Program contacts

Program Head	Dr. Pereg Dana dpereg@idc.ac.il
Assistance to Program Head	Mrs. Dar Rakefet rdar@idc.ac.il 09-9602405
Head of Student administration	Mrs. Shiri zilberstein shatam@idc.ac.il 09-9527939
Program Web-site	www.idc.ac.il/ma_obd/en

Letter from Head of MA Program in Organizational Behavior & Development

Dear students,

The M.A. Program in Organizational Behavior & Development is a joint program of the Arison School of Business and the Baruch Ivcher School of Psychology.

This two-year program provides students with theoretical and practical foundations for understanding the psychological aspects of organizational research and exposes them to current approaches in the field of organizational behavior. Practical training takes place in small groups (practicum and workshops), alongside theoretical studies of organizational processes and basic principles in business administration. The program puts emphasis on the personal development of the student as a professional consultant with an in-depth organizational perspective.

I hope you will take advantage of your time here. Best wishes for success in your new degree program.

Dr. Dana Pereg
Head, M.A. Program in Organizational Behavior & Development

The Program of Study

Period of Study

1. The program takes place over two years, in four semesters.
2. Studies can take place over three years, in coordination with the program's student administration.
3. Studies take place twice a week.
4. In the second semester of the second year, students will undertake a practicum in an organization. Students will conduct the practicum in teams. This will take place on a day other than the program days, and will be coordinated by the team members and the organization.

Curriculum

1. The curriculum comprises core courses, electives, a seminar, workshops and practicum classes, as defined for each semester.
2. The program offers two tracks (students can choose their track from the second semester of their first year):
 - a. Research track with thesis;
 - b. Non-thesis track (with final project).

Students are required to complete 62 credit points to obtain their degree. Students in the thesis track may be exempted from 6 credit points and will therefore require only 56 credit points.

The 62 credit points are divided as follows:

Course type	Credits - Thesis track	Credits - Non-thesis track (with final project)
Mandatory courses	38 credits	38 credits
Practicum	8 credits	8 credits
Research seminar	4 credits	4 credits
Enrichments courses: Workshops, Business Administration, Organizational Consulting	6 credits	12 credits
Thesis or final project (mandatory-according to the study track)	No credits	No credits
Total	56 credits	62 credits

Non-Thesis Track

62 credits are required to complete the M.A. in the non-thesis track.

Students in the non-thesis track will be required to submit a final project.

The final project is in the responsibility of the program head and will be defined by him.

The project and all its guidelines will be presented to the students at the beginning of the second semester of the second year.

The project must be submitted by the end of the second year's summer semester.

Thesis Track

56 credits are required to complete the M.A. in the thesis track.

Students in the thesis track will be exempt from two organizational consulting / business administration electives in the second year (4 credits) and from one workshop (2 credits). Students will be exempt from a total of 6 credits in comparison to the non-thesis track.

Students with a B.A. grade average of 90 and above will be accepted to the thesis track.

To be accepted to this track, students will contact the program's student administration from the beginning of the first year's second semester.

Students with a B.A. grade average that is lower than required may submit a special request to the program's student administration; the application will be considered after the grades in all first year courses have been received.

Students in the thesis track will be required to choose an advisor from a list provided on the program's website and obtain the advisor's approval. Students will then be required to write a thesis research proposal which is to be approved by the advisor and a second reader who will be chosen by the advisor. Students will send the thesis proposal approval to the program's student administration. With the approval of the student administration the research work can be conducted and submitted to the advisor.

Transferring between Tracks

Students who started the thesis track and wish to transfer to the non-thesis track will apply in writing to the program's student administration. This transfer will require the completion of a final project and completion of the electives/workshops for the required credits in the non-thesis track. Acceptance to the elective courses/workshop will be based on availability.

Practicum

1. Practicum classes are conducted in small groups. Students will be assigned to practicum groups according to the program's didactic considerations. The practicum groups change during the second year, subject to the program's considerations.
2. Entering an organization: in the second semester of the second year students will experience consulting work in an organization (practicum). The program's management will assign the students to the organization based on professional considerations.

Second year enrichments and workshops

1. Prior to the second year of studies, students will receive information about second year courses. Students will rank their preferences in a selection form. This ranking will be used for the placement of students in the various courses, based on the program's considerations. Students' final timetables will be available to them on My IDC web-site shortly before their second academic year commences.
2. After the personal timetables are advertised, students will be given time to appeal the decision. Details will be provided as needed.
3. Students can take extra electives based on availability and subject to the course instructor's approval. Grades of extra courses will be included in the weighted grade average for the degree, with the exception of one extra course at the student's discretion. Extra courses can be audited without enrollment, subject to the course instructor's approval. In such cases participation is without a grade and students will not be permitted to submit papers and exercises and to take quizzes and exams. The course will not be included in the student's transcript.

Exemptions

1. Program credits for B.A. or M.A. courses taken outside of the program, will not be included in the count for the required number of credits for the M.A. in Organizational Behavior & Development.
2. Students, who completed a course identical to one of the program's courses at a recognized academic institution with a passing grade, may submit a request to the student administration for an exemption from this course. If needed, students will be requested to submit additional documents.
3. Students who are exempted from a course must take another course in its place. The choice of courses is subject to the program management's approval.

Program of Studies

First Year

Course Code	Course Name	Total Hours	Prerequisites	Final Course Assignment
28800	Statistics and Research Methods Prof. Ein-Dor Tsachi	6***		Exam
28803	Practicum A Dr. Boyskila-Yam Osnat Dr. Rubinstein Zohar	4***		Paper
28806	Design and Management of Organizational Systems A Dr. Schohat Lior	2*		Exam
28842	Organizational Psychology A Dr. Sivanie Shiran	2*		Paper
28805	Organizational change and development Dr. Amsel Jaime Luis	2*		Paper
28802	Organizational Applications of Social Cognition Dr. Michal Reifen Tagar	2*		Exam
28891	Effective presentation skills in the business world Ms. Shiraz Grad	1*		Paper
28801	Positive Psychology Dr. Nir Dina	2*		Exam
28810	Organizational Diagnosis Dr. Amsel Jaime Luis	2**		Exam
28843	Organizational Psychology B Dr. Moran Anisman-Razin	2**	Organizational Change and Development	Exam

28809	Theoretical & Practical Aspects of Organizational Counseling Ms. Kurz Ronit	2**	Organizational Psychology A	Exam
28807	Qualitative research methods Dr. Granek Leeat	2**		Exam
28825	Organizational Sociology Dr. Kalev Alexandra	2**		Exam
28804	Voices from the field A Dr. Schohat Lior	1**		Paper
Elective Course:				
28841	International Human Resources Management ♦ Ms. Sharon Moshayof	2*		Exam

♦ For student who are exempted from "Positive psychology".

Total Semester Hours 32

- * First Semester Course
- ** Second Semester Course
- *** Yearly Course

Second Year

Course Code	Course Name	Total Hours	Prerequisites	Final Course Assignment
28816	Practicum B Ms. Boyskila-Yam Osnat Dr. Rubinstein Zohar	4***	Practicum A	Paper
28818	Professional identity Dr. Pereg Dana	2*		Exam
28813	Intervention in Organizations Dr. Rubinstein Zohar	2*	Organizational Diagnosis Practicum A	Exam
28811	Design and Management of Organizational Systems B Dr. Schohat Lior	2*	Design and Management of Organizational Systems A	Exam
28887	Group dynamic development Dr. Sivanie Shiran	2**		Paper
28824	Ethics in Organizations Ms. Choppin Rachel	2**		Exam

Seminars

Choose 1 seminar from the following:

28889	Psychological aspects in Behavioral Economic Dr. Hochman Guy	4***		Paper
28899	Moral and ethical conduct in organizations Ms. Schori Noa	4***		Paper

Enrichments Course: Workshops, Business Administration, Organizational Consulting

Choose 12 credits from the following list of courses (In the thesis track choose 6 credits)

28898	Leadership from theory to practice Dr. Moran Anisman-Razin	2*	Exam
28831	Listening: Theory and Practice Ms. Boyskila-Yam Osnat	2*	Paper
28820	Strategic Management Dr. Navon Madi	2*	Paper
28830	Marketing Management Dr. Satchi Rinat	2*	Exam
28827	Training and Performance Improvement Dr. Klein Danny	2*	Paper
28863	International perspective on organizational consultation Dr. Lubitsh Guy	2**	Paper
28819	Negotiation as a basis to conflict resolution Adv. Kowarsky Jonathan	2**	Paper
28839	Organizational Crisis Management Dr. Dror Ishai	2**	Paper
28834	Organizational Decision Making Dr. Hochman Guy	2**	Exam
28840	Personal Coaching for Managers Dr. Navon Madi	2**	Paper

Total Semester Hours **30**

- * First Semester Course
- ** Second Semester Course
- *** Yearly Course

Academic Schedule, 2015-2016

Semester	Study / Vacations	Date	Comments
	Orientation Week Begins	11.10.2015 16.10.2015	Fall Semester Begins
Semester A	The beginning of the first semester	18.10.2015	Fall Semester Begins
	Memorial Day for Yitzhak Rabin	25.10.2015	Date memorial service will be delivered later
	Hanukah Vacation	13.12.2016	
	Fall Semester Ends	15.01.2016	
	Greater day Hanukkah holiday	17.01.2016	
Semester B	Spring Semester Begins	06.03.2016	
	Purim Vacation	24.03.2016	
	Passover Vacation	17.04.2016	
	Back to School	01.05.2016	
	Eve of Holocaust Memorial Day	04.05.2016	
	Holocaust Memorial Day Ceremony	05.05.2016	The ceremony will take place between the hours of 10:00-10:45. During the ceremony, the school will be discontinued
	Israel Memorial Day Ceremony	10.05.2016	The ceremony will take place between the hours of 11:00-11:45. During the ceremony, the school will be discontinued
	Eve of Israel Memorial Day	10.05.2016	Studies completed at 18:00
	Israel Memorial Day	11.05.2016	No study
	Israel Independence Day	12.05.2016	No study
	Student Day	To be announced	
	At the graduation ceremony	To be announced	Studies completed at 16:00
	The end of the second semester	17.06.2016	
	Greater week	19.06.16 24.06.16	
Summer Semester	Summer Semester Begins	07.08.2016	
	Summer Semester end	23.09.2016	