X82 ORGANISATIONAL BEHAVIOUR AND DEVELOPMENT

COURSE OUTLINE

1. GENERAL

SCHOOL	ECONOMIC SCIENCES			
DEPARTMENT	ECONOMIC SCIENCES			
LEVEL OF STUDY	Undergraduate			
COURSE UNIT CODE	**X82**	**Semester of study**	8	
COURSE TITLE	Organisational Behaviour and Development			

COURSEWORK BREAKDOWN	**TEACHING WEEKLY HOURS**	**ECTS Credits**
Lectures	3	7.5

COURSE UNIT TYPE	General knowledge
PREREQUISITES :	
LANGUAGE OF INSTRUCTION/EXAMS:	English
COURSE DELIVERED TO ERASMUS STUDENTS	YES in English
MODULE WEB PAGE (URL)	

2. LEARNING OUTCOMES

Learning Outcomes

Organizational Behavior is a systematic field of study that examines the influence that individuals, groups, and structures have on the behaviors that occur within an organization. The teaching process aims to apply the necessary and specialized knowledge to improve the efficiency of organizations. Students will understand key concepts such as managing individual behavior, group behavior and interpersonal influence, organizational processes, organizational design, change and innovation. The objective of the course is for students to understand the importance of concepts related to perception, motivation, decision making, team dynamics, negotiation, conflict management, leadership, organizational culture and change management. In this sense, the course is the basis on which one will understand how the principles of organizational theory can contribute to solving contemporary organizational issues.

Upon completion of the course, the student will:

• gain knowledge on the most advanced frontiers of organizational theory

• gain advanced and specialized skills and learn techniques, including synthesis and evaluation, required to solve critical problems in organizations.

• be able to use the knowledge in matters of organizational theory and to investigate and redefine the existing knowledge as well as the prevailing practices

General Skills

- Search for, analysis and synthesis of data and information, with the use of the necessary technology
- Adapting to new situations
- Decision-making
- Working independently
- Group work

•	Production of free, creative and inductive thought

3. COURSE CONTENTS

• Introduction to organizational behavior
• Person: individual differences
• Person: perceptions
• Person: motivation
• Group behavior: formation and dynamics
• Group behavior: conflicts
• Organizational processes: power and leadership
• Organizational processes: communication
• Organizational processes: structure
• Change management

4. TEACHING METHODS - ASSESSMENT

MODE OF DELIVERY	Face to face
USE OF INFORMATION AND COMMUNICATION TECHNOLOGY	Powerpoint slides Education using ICT Learning process support through the e-class online platform Communication by e-mail

TEACHING METHODS	*Method description*	*Semester Workload*
	Lectures	39
	Case studies	31
	Assignment preparation and presentation	20
	Independent Study	97,5
	Course total *(25 hours of work load per credit)*	**187,5**

ASSESSMENT METHODS	I. Final examination (60%): II. Individual/group assignment (40%)

5. BIBLIOGRAPHY

Books

• Konopaske, R., Ivancevich, J. M., & Matteson, M. T. (2018). Organizational behavior and management. New York: McGraw-Hill Education.
• Kinicki A. (2021). Organizational Behavior: A Practical, Problem-Solving Approach, 3rd edition. New York: McGraw-Hill Education.
• McShane S., Von Glinow M. (2021). Organizational Behavior: Emerging Knowledge. Global Reality, 9th Edition. New York: McGraw-Hill Education.

Main Relevant Scientific Journals:

· Organizational Behavior and Human Decision Processes
· Journal of Organizational Behavior
· Journal of Behavioral Decision Making
· Journal of Applied Psychology
· European Journal of Work and Organizational Psychology