

Academic Year: (2018 / 2019)

Review date: 06-11-2018

Department assigned to the subject: Business Administration Department

Coordinating teacher: MARTINEZ ROS, ESTER

Type: Compulsory ECTS Credits : 6.0

Year : 2 Semester : 2

OBJECTIVES

To study human behavior within organizations and to analyze this behavior on three different levels: the individual, the group and the organization.

- Define organizational behavior and describe the contents of the study of organizational behavior.
- Describe the communication process and its components.
- Explain the concepts of power and organizational politics.
- Outline the conflict process.
- Define the common characteristics making up organizational culture.
- Summarize the organizational change process.

DESCRIPTION OF CONTENTS: PROGRAMME

1. Foundations of organizational behavior.
2. Values, attitudes and personality.
3. Emotions and Attitudes
4. Perception and decision-making.
5. Basic concepts of motivation and their applications.
6. Group dynamics and teamwork.
7. Leadership.
8. Communication.
9. Power, conflict and negotiation.
10. Change and Organizational culture.
10. Organizational change and development.

LEARNING ACTIVITIES AND METHODOLOGY

With this topic we will learn to:

- Describe the impact of individual characteristics on organizational behavior.
- Define perception and describe the main elements in the perceptual process.
- Compare and contrast different decision-making models.
- Define motivation and describe the motivation process.
- Identify the key factors that explain group behavior.
- Summarize the conclusions of the main theories of leadership.

ASSESSMENT SYSTEM

The course grade will be determined by:

- A final exam (50% of the final grade). Minimum grade is 4 points.
- A company's group project including in-class presentation (30%)
- Mid term exam (10%)
- Resolution of weekly practical cases in small groups (10%)

% end-of-term-examination:	50
% of continuous assessment (assignments, laboratory, practicals...):	50

BASIC BIBLIOGRAPHY

- LUTHANS, FRED Comportamiento Organizacional, Mc Graw Hill, 11ª edición 2008.
- ROBBINS, S. P. Organizational Behaviour, Prentice Hall. México. 17ª Edición., 2017

- ROBBINS, S.P. and JUDGE, T.A. Introducción al comportamiento organizativo, Pearson, 2010

ADDITIONAL BIBLIOGRAPHY

- DAFT, R.L y MARCIC, D. Building Management Skills : An Action-First Approach, , South Western Cengage LEarning. International Edition 001 , 2014
- JOHNS, G. y SAKS, A.M Organization Behaviour.Understanding and Managing life at work., New York: Harper Collins..
- KREITNER, R. y KINICKI, A. Organizational Behavior., Chicago: Irwin. Edición 2001.