Organizational Behaviour

Academic Year: (2022 / 2023) **Review date: 09-05-2022**

Department assigned to the subject:

Coordinating teacher: MELERO MARTIN, EDUARDO

Type: Compulsory ECTS Credits : 3.0

Year : 1 Semester : 1

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

No requirement

OBJECTIVES

KNOWLEDGE:

1. Define organizational behavior and describe the contents of organizational behavior considered as a field of study.
2. Learn the impact of individual features, such as biographic characteristics or personality, on organizational behavior.
3. Learn the basic elements of the perception process and how to anticipate them in communication and decision-making.
4. Describe the process of motivation and its applications to different real-life situations
5. Identify the key factors that explain group behavior.
6. Summarize the conclusions from the different theories of leadership.
7. Be able to analyze the communication process and its components in order to apply them to real-life situations.
8. Analyze the process of conflict and identify its causes.
9. Analyze the elements of organizational culture their influence on organization ethics.

SKILLS:

10. Develop the ability to work autonomously under pressure in the solving of real cases.
11. Develop teamwork skills and learn to use techniques that optimize group decision-making.
12. Develop the ability to lead and motivate others.

ATTITUDES

13. Build a solid ethical background for decision making and conflict management.
14. Learn how to increase employee commitment in organizations.
15. Develop an entrepreneurial attitude with respect to organizational change.

DESCRIPTION OF CONTENTS: PROGRAMME

Class 1: Basic concepts of Organizational Behavior
Class 2: Individual behavior in organizations
Class 3: Perception processes
Class 4: Decision making
Class 5: Values, attitudes and ethics
Class 6: Motivation in organizations
Class 7: Group dynamics and teamwork
Class 8: Leadership: treats and stiles
Class 9: Communication
Class 10: OB across cultures.

LEARNING ACTIVITIES AND METHODOLOGY

The classes of this course will be taught fully online during the year 2020-2021.

- Classes will take place in two 1.5-hour weekly sessions, which will be taught in a row with a 15-minute break between them.

- Additionally, each week an additional review hour will be scheduled to help assimilate the concepts to those students who have not been able to attend classes.

- Each class will consist of the discussion of the study of a case that must be prepared in advance, and the review of a series of associated concepts.

- The students will have to prepare the discussions of the cases in class, participate in them, and deliver reports related to the discussion of those cases.

ASSESSMENT SYSTEM

40% Final exam
60% continuous evaluation, which includes:

- Participation in class discussion of scheduled case studies: 25%
- Delivery of written reports related to scheduled case studies: 25%
- Participation in activities proposed in class by the professor, and other specific interventions: 10%

% end-of-term-examination:	40
% of continuous assessment (assigments, laboratory, practicals…):	60

BASIC BIBLIOGRAPHY

- Robbins, S. P. and T. Judge Organizational Behavior, Prentice-Hall, 2016 (17th Edition)

ADDITIONAL BIBLIOGRAPHY

- Bernard Mayer The Dynamics of Conflicts Resolution, Wiley, 2010
- Declan Treacy Successful Time Management, Hodder & Stoughton Ltd, 1998 (2nd Edition)
- Fisher, R. & Ury, W. Getting to Yes: Negotiating Agreement without Giving in, Penguin Books, 1991
- Reitz, J.G., Breton, R., Dion, K.K., Dion, K.L. Multiculturalism and Social Cohesion, Springer, 2009