

## Organizational Behavior

Academic Year: ( 2023 / 2024 )

Review date: 18-04-2023

Department assigned to the subject: Business Administration Department

Coordinating teacher: MELERO MARTIN, EDUARDO

Type: Compulsory ECTS Credits : 3.0

Year : 1 Semester : 1

**REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)**

Knowledge in organizational behaviour/work psychology will help students to better understand the contents of the program below. However, the course is designed for students with a basic level of expertise in the subject

**OBJECTIVES**

The organizational behaviour course is expected to help prepare participants for their professional careers, providing them with basic frameworks for diagnosing and dealing with the human opportunities and challenges that arise in all type of organizations.

Our general objective is advancing our practical understanding of the different factors that shape the way organisations work. The focus will be achieving an improved understanding of human behaviour inside organisations mainly from the individual/micro level (a socio-psychological perspective), and on advancing the development of some critical skills needed to improved our managing in real-life scenarios. This will become a necessary background for the Leadership course later in the Master in Management.

**DESCRIPTION OF CONTENTS: PROGRAMME**

1. Organizational Behavior, Management, Data-Driven Management
2. Self-Awareness, Emotional Intelligence
3. Diversity and Personality
4. Perception and Decision Making
5. Motivation and Engagement

**LEARNING ACTIVITIES AND METHODOLOGY**

The learning method is discussion based and experiential.

It will include regular lectures, business press analysis, case-studies, self-assessments, research papers, guest speakers and group projects.

**ASSESSMENT SYSTEM**

The final grade in the course is composed of:

- Individual and group participation: resolution and presentation of cases/readings in groups/teams, short essays and active participation: 30%
- Final project in groups/teams: 20%
- Final exam: 50%

A minimum 4 points (out of 10) on the final exam is a requirement to pass the course

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

**BASIC BIBLIOGRAPHY**

- HUCZYNSKI ANDRZEJ A. & BUCHANAN DAVID A. Organizational Behaviour, Pearson, 2013
- ROBBINS, S. & JUDGE, T. A. Organizational Behavior, Pearson, 2015

#### ADDITIONAL BIBLIOGRAPHY

- ADLER, N. J. International Dimensions of Organizational Behavior, Thompson, 2008
- MEYER, E. The Culture Map: Breaking Through the Invisible Boundaries of Global Business, Public Affairs, 2014
- MINTZBERG, H. Simply Managing: What Managers Do and Can Do Better, Berrett-Koehler Publishers, 2013