

Course Title	Organizational Behavior				
Course Code	IBADM-334E				
Course Type	Compulsory				
Level	1 st Cycle				
Year / Semester	Third/Fall				
Teacher's Name					
ECTS	6	Lectures / week	3	Laboratories / week	0
Course Purpose and Objectives	<p>Organizational behavior explores the influence that groups and organizational structures exert on the behavior of individuals within the organization, in order to apply such knowledge that improves the effectiveness of an organization. Organizational behavior deals with the study of what people do in an organization and how this behavior has an impact on the performance of the organization. In particular, the following will be developed:</p> <ul style="list-style-type: none"> • Understanding the natural object and environment of an organization and its organizational culture. • Understanding the contribution of a person's role to change and the influence of this change on the organization's strategy. • Assess the need for effective financial management and for the administration of information by all agencies. • Data collection and analysis, in order to solve a problem that is directly related to organizational behavior. 				
Learning Outcomes	<p>Upon completion of the course, students are expected to develop a range of knowledge as follows:</p> <ul style="list-style-type: none"> • Develop individual and interpersonal skills, through the participation of individuals in a team project. • Assess the nature and results of prejudices and how they interact with a series of organizational arrangements. • Develop a core of skills such as: communication - oral and written, problems solving in teamwork. • Understanding individual behavior and values as well as student personality development (students should be able to describe the interdisciplinary origin of the study of the organizational behavior and describe some of the factors that affect personality). • Students' understanding of the application of motivations' theory to problems solving, to the reduction of employees' absenteeism, to the accretion of turnover, to the reduction of stress, to the increment of job satisfaction, to the increase of performance and the creation of organizational commitment and culture. 				

	<ul style="list-style-type: none"> • Improve communication with groups and organizations (students should acquire skills in identifying effective communication systems, particularly in a pluralistic and multicultural workforce). • The acquisition of knowledge of the different power forms, the influence of organizational performance (students should be able to demonstrate their ability to apply the theories of power dependence through simulation exercises and classroom activities). • Analysis of the organizational structure and design as well as the importance of the strategy and the impact of the organizational authorities on the strategic change of the organization. • Analysis and understanding of the dynamics of the organizational changes (students should understand the dimensions of the organizational changes and how they could affect the performance of an organization). • The ability of students to undertake organizational strategic analysis tasks. • The use of models of socially responsible governance. 		
Prerequisites	None	Required	None
Course Content	<ul style="list-style-type: none"> • Administrative functions, administrative roles, administrative skills, effective and successful managerial activities. • Comparing principles and strategies of organizations and organizational culture. • The role of the individual in changing the organizational strategy. • Diversity of workforce (minorities and women). • Turnover of employees, systematic abstention from work, productivity, job satisfaction. • Age, gender, marital status, number of vassals, duration of position/axiom, possibility, personality. • Characteristics of professional culture, creating and maintaining a culture. • Design of financial and management systems and management performance. • What is Organizational Behavior? • Foundations of individual behavior. • Values, attitudes, and satisfaction. • Personality and Emotions. • Perception and individual decision-making. • Concepts of Motivations and Applications. • Goal management, behavioral change, participatory management, performance-based compensation. • Understanding Group Behavior and Communication Teams. • Power and Politics. • Communication, process, sources of distortion, direction of communication, formal and informal networks, obstacles to effective communication. • Conflict process, negotiation, negotiation strategies. • Conflicts and Organizational Structure - Determination of interpersonal conflicts. • Organizational changes and stress management. 		

Teaching Methodology	Lectures, interactive activities														
Bibliography	<p>Required:</p> <ul style="list-style-type: none"> • Robbins S., Judge T., Organizational Behavior 16th edition, Pearson <p>Suggested:</p> <ul style="list-style-type: none"> • Carnall, C. Managing Change in Organisations, Harlow, Pearson Education Limited • Mullins, L.J.. Management and Organizational Behaviour, Harlow, Pearson Education Limited • Banner, David K. Designing Effective Organizations: traditional and Transformational Views. London; Sage Pub • Herriot, Peter, <i>Competitive Advantage Through Diversity: Organizational Learning from Difference</i>. London, Sage Publication, • Newell, Susan, <i>The Healthy Organization: Fairness, Ethics and Effective Management</i>, London, Routledge • Pepper, Grald L., <i>Communicating in Organizations: a Cultural Approach</i> London; McGraw – Hill 														
Assessment	<ul style="list-style-type: none"> • Class Participation • Assignments • Mid-Term • Final Exam <p>Grading Policy</p> <table border="1" data-bbox="497 1218 1187 1496"> <tr> <td>Final Examinations</td> <td>30 – 50%</td> </tr> <tr> <td>Class Tests</td> <td>15 – 30% each</td> </tr> <tr> <td>Term paper or Projects</td> <td>15 – 30%</td> </tr> <tr> <td>Mid-Term</td> <td>30 – 40%</td> </tr> <tr> <td>Homework</td> <td>0 – 20%</td> </tr> <tr> <td>Quizzes</td> <td>0 – 10%</td> </tr> <tr> <td>Class Attendance & Participation</td> <td>0 – 10%</td> </tr> </table>	Final Examinations	30 – 50%	Class Tests	15 – 30% each	Term paper or Projects	15 – 30%	Mid-Term	30 – 40%	Homework	0 – 20%	Quizzes	0 – 10%	Class Attendance & Participation	0 – 10%
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Language	English														