



Course Syllabus

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|-------------------------|---------------------------|-----------------------------------|
| Course Code | Course Title | ECTS Credits |
| BADM-234DL | Organizational Behavior | 6 |
| Prerequisites | Department | Semester |
| None | Management | Fall/Spring |
| Type of Course | Field | Language of Instruction |
| Required | Business Administration | English |
| Level of Course | Lecturer(s) | Year of Study |
| 1 st Cycle | Dr Epaminondas Epaminonda | 2 nd – 3 rd |
| Mode of Delivery | Work Placement | Corequisites |
| Distance Learning | N/A | None |

Course Objectives:

The main objectives of the course are to:

- Provide an introduction to the field of Organizational Behavior (OB).
- Explain the role that individuals, groups and systems have in behavior in organizations.
- Improve skills in analyzing data for the purpose of resolving issues directly related to OB.
- Develop a range of core (or transferable) skills, including, problem-solving, researching and writing.

Learning Outcomes:

After completion of the course students are expected to be able to:

1. Differentiate between dependent and independent variables in OB and have a basic knowledge of key relationships between them.
2. Appreciate the role that individual characteristics, personality and values have on behavior in organizations (students should be able to discuss the links between characteristics like age, education, personality type and behaviors like productivity, absenteeism, and turnover).
3. Summarize and discuss relationships between values, attitudes, beliefs, perception and behaviour (students should be able to define these concepts and discuss how a change in one could lead to changes in others).

4. Present and briefly analyze motivation theories (students should be able to appreciate the important role of motivation in organizations and outline and analyze at least four motivation theories).
5. Discuss foundations of group behavior and team functioning in organizations (students should be able to outline team building processes, recognize the stages of team development and analyze the factors that contribute to the formation of effective teams).
6. Outline key principles of communicating in teams and organizations (students should be able to appreciate the roles of sender, receiver and context in communication, explain barriers to effective communication and propose ways to improve communication within pluralistic, multicultural organizations).
7. Discuss the dynamics of conflict and negotiation (students should be able to define conflict and negotiation, compare and contrast the two, and explain techniques of conflict resolution and negotiation).
8. Name the six main emotions, and discuss the role of stress and other factors on job satisfaction characteristics (students should be able to appreciate the difficulties in measuring attitudes, design simple questionnaires to measure job satisfaction and discuss briefly how job satisfaction varies across demographic groups and cultures).

Course Content:

1. What is Organizational Behavior?
2. Biographical Characteristics, Ability
3. Personality
4. Attitudes, Values, Beliefs, Perception and Behavior
5. Leadership
6. Motivation Concepts and Applications
7. Groups and Teams
8. Culture
9. Conflict and Negotiation
10. Communication
11. Emotions, Stress and Job Satisfaction

Learning Activities and Teaching Methods:

Teaching material including PowerPoint presentations, synchronous meetings (WebEx), asynchronous video presentations, forums, assessments.

Assessment Methods:

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| Forum discussion participation, Individual Assignment, Final Examination |
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Required Textbooks / Readings:

| Title | Author(s) | Publisher | Year | ISBN |
|---|---------------------|-----------------|------|---------------|
| Organizational Behavior, 18 th Ed., Global Edition | Robbins, P. Stephen | Harlow: Pearson | 2019 | 9781292259239 |
| <i>Note: Earlier editions (17th, 16th, 15th) are also fine</i> | | | | |

Recommended Textbooks / Readings:

| Title | Author(s) | Publisher | Year | ISBN |
|---|--|--|------|----------------|
| Organizational Behavior: An Evidence-based Approach. 13 th Ed. Charlotte eBook | Luthans, Fred, Luthans, Kyle W., Luthans, Brett C. | North Carolina: Information Age Publishing | 2015 | 978-1681231198 |