



UNIVERSITY OF NICOSIA ΠΑΝΕΠΙΣΤΗΜΙΟ ΛΕΥΚΩΣΙΑΣ

University of Nicosia, Cyprus

Course Code EDUC-579	Course Title Organizational Behaviour and Leadership	ECTS Credits 9
Department Education	Semester Fall or Spring	Prerequisites EDUC 570
Type of Course Elective	Field 2 nd	Language of Instruction Greek
Level of Course 2 rd Cycle	Year of Study 2 nd	Lecturer(s) Staff
Mode of Delivery face-to-face	Work Placement N/A	Co-requisites None

Objectives of the course:

The student is expected to:

- Study in depth the structure and functions of organizations.
- Become aware of personal motives, group dynamics, communication and interpersonal relationships within organizations.
- Interview people, groups and leadership occupants within organizations.
- Understand the process of change and ways to overcome resistance to change.
- Analyze case studies relative to aspects of organizational behavior and participate in experiential workshops.

Learning outcomes:

The student will be capable to:

- Explain the relationship between the individual worker and the organization he/she works in as well as the importance of interpersonal communication in reinforcing people and their competency to effectively approach various problems.
- Interpret intra- and inter-group behaviour and its influence on personal motivation, leadership roles and conflict resolution.
- Outline the stages of introducing innovation in education at both the micro- and macro-level of education with specific reference to the role of the school administrative team and of teachers.

Course content:

1. Research approaches to the study of organizational behavior.
2. Environmental influences on school organizations, on educators individually and as an organized group.
3. Intra- and inter-group behaviour and its influence on teacher motivation and professional development.
4. The role of school leadership in the development of school culture, decision-making,

restructuring the organization, school vision and conflict resolution.

Learning activities and teaching methods:

Lecture, workshops, experiential seminars, individual and group work, individual feedback, case study analysis, student presentations

Assessment methods:

Formative assessment, feedback, individual research, collaborative work, presentations, discussions

Required textbooks/reading:

Authors	Title	Publisher	Year	ISBN
Kreitner, R. & Kinicki, A.	<i>Organizational behavior</i>	McGraw Hill	2007	007338125X

Recommended Textbooks/Reading:

DuBrin, A.J. (2006). *Fundamentals of Organizational Behavior*. USA: Thomson/South-Western.

Robbins, S., & Judge, T.A (2007). *Essentials of organizational behavior*. Upper Saddle River, NJ: Prentice-Hall.

George, J.M. & Jones, G.R. (2007). *Understanding and managing organizational behavior*. Upper Saddle River, NJ: Prentice-Hall.

Osland, J., Rubin, I.M., Kolb, D.A. & Turner, M.E. (2006). *Organizational behavior: An experiential approach*. Upper Saddle River, NJ: Prentice-Hall.

Osland, J., Kolb, D.A., Rubin, I.M. & Turner, M.E. (2006). *The organizational behavior reader*. Upper Saddle River, NJ: Prentice-Hall.

Ott, J., Ott, S.J., Parks, S.J. & Simpson, R.B. (2007). *Classic readings in organizational behavior*.

Locke, E.A. (2003). *The blackwell handbook of principles of organizational behavior*. Oxford: Blackwell Publishers.

Bowditch, J.L., Buono, A.F., Stewart, M.M. (2007). *A primer on organizational behavior*. New York: John Wiley & Sons.

Hanson, E.M. (2002). *Educational administration and organizational behavior*. Boston: Allyn and Bacon.