Organizational Behaviour

General data

Course code:	B19GMB02E, B17GMB01E-KP B19GMB02E
ECTS credits:	7
Type of the course:	B1
Semester:	Fall 2nd year 1st semester
Course restrictions:	*It is advisable, though not absolutely necessary, that students take an introductory management course before taking Organizational Behaviour.*
Course leader (with availabilities):	*Dr. Zsuzsanna Vitai Room B429, vitai.zsuzsanna@ktk.pte.hu*

1. Description and aims

The module aims to provide a compass for the study of individuals and groups within the organization and the study of the organization itself. It intends to build a deep awareness of people management's evolving difficulties and opportunities. The module uses a psychological approach and focuses on the human aspect of management, considering 21st-century problems. It provides an evidence-based and professional understanding of the reasons for human behavior and tries to give useful tools for solving management problems to improve the organization's profitability.

2. Learning Outcomes (ILOs)

Upon the successful completion of this course, students should be able to:
1. Understand what OB is and why it is important (PILO1)
2. Know the theories that support management practices (PILO1, PILO4)
3. Link theories and practice and successfully apply theoretically --based solutions to practical management problems (PILO2)
4. Learn how to apply ethical practices to diversity and inclusion (PILO8)
5. Learn how sound and ethical management contributes toward sustainable operations (PILO8)
6. Demonstrate ability:

   o   to interact with people in the work environment (PILO5)
   o   to argue their ideas professionally;(PILO6)
   o   to critically judge real-life management problems (PILO7)
   o   to give a positive contribution to the group (team) work (PILO5)
   o   to manage time efficiently (PILO3, PILO7)

(The remarks in brackets express each CILO's connection to the Program's Intended Learning Outcom es (PILOs).)

3. Content, schedule

1. **10. 09**. Introduction requirements.
   What is Organizational Behavior?

2. **17. 09**. Diversity in Organizations,
   Attitudes and Job Satisfaction

3. **24.09**. Personality and values

4. **01. 10.** Perception
   Emotions and Moods

5. **08.10.** Learning – behaviorist approaches
   Learning – cognitive approaches

6. **15.10**. Motivation, concepts
   Motivation from concepts to applications

7. **22.10**. Group behavior and its consequences

25.10. Midterm examination PAPER BASED! 9.30. a.m. – 11:00 a.m. in Room B314!

   (Topics: *What is Organizational Behavior? Diversity in Organizations, Attitudes, and Job Satisfaction, Personality and values, Perception, Emotions, and Moods, Learning*)

8. 28.10-02.11. Fall break, no class!

9. **05 .11**. Communication

10. **12.11**. Leadership myths and theories
    Power and politics

11. **19. 11**. Conflict and negotiation

12. **26.11**. Organization Theory and Scientific Management
    Organizational Culture

13.**03.12**. Crafting your life – Harvard simulation

14.**10.12 Pre-examination Revision Week – no class, reading week!**

(Topics of the final examination: Motivation, Group behavior, Communication, Leadership, Power and Politics, Conflict and Negotiation, Organization Theory, Organizational Culture)

4. Learning and teaching strategy, methodology

Directed study will guide the students. The course will take a novel approach, with no separate lectures and seminars but a mix. The class happens on Tuesday afternoon; after a discussion of concepts, group exercises will follow, with the help of teaching assistants. Additional teaching strategies include simulation, text analysis, role-play, and guided discussions. Students will eventually be provided with material added to the textbook to increase their knowledge of specific themes.

Students will receive weekly homework about the class material, which they must upload to Moodle. These are part of class participation points.

USAGE OF ARTIFICIAL INTELLIGENCE IS COMPULSORY! Students have to use any of the free AIs available on the Internet: Claude, Google Gemini, ChatGpt3. Using paid AI is not required; all tasks are solvable using the free version. This measure aims to teach students how to work together with artificial intelligence, create prompts, and evaluate the AI's answers.

An excellent source of AI models is poe.com.

5. Assessment

Formative assessment elements:

Class participation and homework: 20%

Summative assessment elements:

Individual Assessment 100		%	Group Assessment		%

Name of the element	Weight	Type	Details	Retake opportunity	Req.*	Related CILOs
Midterm exam	40%	Multiple choice + essay	*Paper-based exam*	yes	yes	1,2,3
Final exam	40%	Essay	*Take home exam*	yes	yes	1,2,3, 6,7

* Req.: Completing the element is required to pass the course, irrespective of the performance in other elements.
Ezt újra ki kell találni

6. Learning materials

- Essential

Robbins., S.P.: Organisational Behavior 14th edition or any later edition, either European or the U.S.

Course slides

- Recommended

Any OB book that was published after 2015.

7. Further information

International aspects embedded with the course
The textbook is American, and the case studies come from British or American textbooks: Harvard simulation, usage of AI, and international guest lecturers.

Ethics, Responsibility, & Sustainability (ERS) aspects are embedded in the course.
There is a class on diversity, ethics, and sustainability.

Connections to the world of practice of the course
WOP guest lecturers are organized every semester by the Faculty

Assignments:

Weekly homework:

Students are given a weekly task based on what we have studied in our Tuesday class. They must upload the solution via the module's Moodle interface. The system will close after the deadline, and you cannot make up for missed work. In case of technical difficulties, please contact the Faculty's IT specialists; they can help you.

Class material will be posted on the Moodle site, all in downloadable format.

Examinations:

Warning: You cannot pass the module by appearing at examinations alone; if you are absent from classes and do not satisfy coursework requirements, you will automatically fail the module!

You must achieve a minimum of 51% in any exam to pass.

In the event of failure, there is an opportunity to re-sit the examination in the re-sit period. However, in the case of a second failure, your future will be decided by the Academic Board in July.

The midterm exam will be paper-based, with multiple-choice and essay questions.

The final exam will be a take-home exam. It will be open on Moodle on the designated exam day, and the answers must be uploaded to Moodle by 8 a.m. the next day. All requirements will be posted on Moodle.

I DO NOT ACCEPT LATE SUBMISSIONS! IF YOU DID NOT SUBMIT IT BY THE REQUIRED DEADLINE YOU HAVE FAILED!

You must pass all individual elements of the module to pass the module itself!

ACADEMIC POLICIES

Academic Honesty:

Academic honesty is imperative. Cheating at an examination means the Programme Leader will initiate an investigation into the affair. We will extensively use AI in the course. Students are expected to work with it, but in the way it is required. To attribute AI's work to your own is plagiarism! You have to indicate in your work how you use AI, what part of the work was done by artificial intelligence, and what your contribution is!

E-mail policy:

In the 21st century, e-mails are essential communication channels. I will use some elementary rules:

1. **I try to answer every email within 24 hours, provided I or someone in my family does not get sick.**
2. **I do not answer student emails after 6 p.m. or acknowledge that I have read them! I also do not answer student emails at the weekend; I do that on workdays.**
3. **Please do not ask professional questions via e-mail. Instead, ask for an appointment during my Office hours, and we can talk.**
4. **Please do not email me to let me know you do not attend class. If you are sick, then it is prohibited anyway. I carefully track attendance; if you write an email that you do not come, it will not exempt you from the policy; you will be registered absent.**
5. *Please follow the basic rules of courtesy in EVERY communication with us lecturers. We respect every student and expect all students to respect us.*

Whenever my door is open, you can come in and talk to me; if it is closed, I am working on something urgent, so please wait until office hours.

You are responsible for passing the course! I will do everything I can to help you learn, but you must do the job!

If you need help, do not suffer alone! Ask me to help you. I will do everything I can within the framework of our faculty's regulations.

For students with learning or other disabilities:

Please come to me after the FIRST class of OB and tell me what accommodation you need. I will do everything I can to help you as long as it is allowed by University regulations.

For exchange students:

It is always a pleasure to have exchange students in my class. Nevertheless, please do not expect special treatment. You will be treated equitably as our registered students, with equal rights and responsibilities. All exams will be on the announced dates; no change is possible. The final exam will not be held for you at a time different from that of the registered students. Please carefully book flights and other tickets because the only exception I promise to make is if there is a clash in the exam timetable and you have more on one day than you can handle!

Learning is fun, enjoy your class!