



Organizational Behavior

General data

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

1. Description and aims

Welcome to Organizational Behavior

This course is designed to help you understand people, teams, and organizations while building practical skills for your future career. We'll combine theory, real-world cases, teamwork, and technology, including the responsible use of AI. My goal is to guide you step by step — if you engage with the activities, quizzes, and discussions, you'll be well-prepared for every exam and assignment. Learning here is a partnership: I provide the structure, and you bring your effort and curiosity.

This course provides tools to understand and manage individual and group behaviour within organizations. Drawing on a psychological perspective and evidence-based approaches, we examine 21st-century workplace challenges and their corresponding solutions.

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:
 - to interact with people in the work environment (PILO5)



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

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

3. Content, schedule

1. **02. 09.** Introduction requirements.

What is Organizational Behavior?

2. **09. 09.** Personality and values

3. **16.09.** Diversity in Organizations,
Attitudes and Job Satisfaction

4. **23. 09.** Perception

Emotions and Moods

5. **30.09.** Learning – behaviorist approaches

Learning – cognitive approaches

6. **07.10.** Motivation, concepts

Motivation from concepts to applications

7. **14.10.** Group behavior and its consequences

8. **21.10. Midterm examination**

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

9. **27.10-02.11. Fall break, no class!**

10. **04 .11.** Communication



11. **11.11.** Leadership myths and theories

Power and politics

11. **18. 11.** Conflict and negotiation

12. **25.11.** Organization Theory and Scientific Management

Organizational Culture

13. **02.12.** Exam practice

(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, combining lectures and seminars in a single format. The class is on Tuesday afternoon; after a discussion of concepts, group exercises will follow. Additional teaching strategies include simulation, text analysis, and guided discussions. Students will eventually be provided with extra material to supplement the textbook, expanding their knowledge of specific themes.

Students will receive weekly homework assignments related to the class material, which they must complete on Moodle. These are part of the class participation points.

AI use is an integral skill in this course. You'll learn how to use AI responsibly — brainstorming, analyzing, and refining ideas — while developing your own critical thinking. Always:

1. Include the prompt you used.

2. Explain briefly how you evaluated the output. Undisclosed AI writing counts as plagiarism.

This measure aims to teach students how to collaborate with artificial intelligence, create prompts, and assess the AI's responses.

An excellent source of AI models is poe.com.

5. Assessment

Formative assessment elements:



Class participation: 10%
homework: 10%

Summative assessment elements:

Individual Assessment 100	%	Group Assessment	%
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Name of the element	Weight	Type	Details	Retake opportunity	Req.*	Related CILOs
Midterm exam	40%	Multiple choice + essay	<u>Computer exam with Respondus Exam Browser</u>	yes	yes	1,2,3
Final exam	40%	Essay	<u>Take-home exam</u>	yes	yes	1,2,3, 6,7

* Req.: Completing the element is required to pass the course, irrespective of the performance in other elements.

Assessment in detail:

Assessment

Element	Weight	Type	Details
Class Participation	10%	Interactive activities	Attendance, Kahoots, in-class engagement
Homework	10%	Weekly tasks	Moodle-based, linked to class content
Midterm Exam	40%	Computer-based	Multiple-choice + essays via Respondus Browser (<i>your weekly quizzes prepare you step by step</i>)
Final Exam	40%	Take-home essays	Practical application of concepts; 3-hour timed upload

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 2020.

7. Further information

International aspects embedded in the course
The textbook is American, and the case studies come from British or American textbooks: AI usage 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 will have one homework assignment each week, based on the material covered in our Tuesday class, available on Moodle. Deadlines help keep the course fair and predictable. Please plan ahead: once Moodle closes, it won't reopen, so I can return feedback on time and support everyone equally.

In case of technical difficulties, please contact the Faculty's IT specialists for assistance.

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

Examinations:

Your weekly Moodle quizzes and Kahoot reviews prepare you for both exams step by step — there will be no surprises.

- Midterm: In-person, computer-based, multiple-choice + essay.
- Final Exam: Take-home essays applying theory to practical cases, uploaded within a three-hour window.

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

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

ACADEMIC POLICIES

Academic Honesty:



Academic honesty is imperative. Cheating on an examination means the Programme Leader will initiate an investigation. We will extensively use AI in the course. Students are expected to work with it, but only as 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!

Attendance policy:

Active participation is essential. Missing more classes than allowed may mean you do not meet course requirements and could fall significantly behind.

E-mail policy:

In the 21st century, email is an essential communication channel.

To manage time effectively, I respond to student emails on workdays before 6 p.m. Messages sent after this time will be answered the next working day.

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

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 the University's regulations permit it.

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 held on the announced dates; no changes are possible. The final exam will not be held for you at a time different from that of the registered students. Please book flights and other tickets carefully, as the only



exception I will make is if there is a clash in the exam timetable and you have more than you can handle on a single day.

Final Note

Learning Organizational Behavior requires consistent effort, but you won't be alone. We'll approach the material step by step, and the activities are designed to guide your preparation. Learning is fun — enjoy the journey!