



ORGANISATIONAL BEHAVIOUR

General data

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| Course code: | B19GMB02E |
| ECTS credits: | 7 |
| Type of the course: | core course |
| Semester: | Fall, 3 rd semester |
| Course restrictions: | It is advisable to have Introduction to Management module when registering to the course. |
| Course leader (with availabilities): | Dr. Zsuzsanna Vitai Room B429, vitai.zsuzsanna@tkk.pte.hu |
| Further lecturer(s) (with availabilities): | Julianna Németh Room B220, nemethj@tkk.pte.hu Judit Potó Room B 220 poto.judit@tkk.pte.hu |

1. Description and aims

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

2. Intended 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 towards 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 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 Intended Learning Outcomes (PILOs).)



3. Content, schedule

1. Introduction requirements. What is Organizational Behaviour?

Tutorial: *How much do we already know?*

2. Diversity in Organizations, Attitudes and Job Satisfaction

Tutorial: *What about your attitudes?*

3. Personality and Values

Tutorial: *Who are we?*

4. Perception

Tutorial: *Are you sure?*

5. Learning

Tutorial: *How do people learn?*

6. Motivation; Concepts

Tutorial: *Are you driven to succeed?*

7. Autumn break

8. Communication

Tutorial: *Can you express what you want to say?*

Midterm examination via the computer!

(Topics: What is Organizational Behaviour? Diversity in Organizations, Attitudes, and Job Satisfaction, Personality and Values, Perception, Learning)

9. Foundations of Group Behaviour

Tutorial: *Are you a creative manager?*

10. Leadership Theories and Issues

Tutorial: *Are you a leader?*

11. Power and Politics

Tutorial: *Can you use power?*

12. Conflict and Negotiation

Tutorial: *Can you defend your interest?*

13. Stress management

Are you resilient?

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

4. Learning and teaching strategy, methodology

Directed study will guide the students. Lectures are at the beginning of the week, on Tuesday, on Thursday at tutorials; the material will be analyzed and deeply explored via exercises, case studies, video analyses. Additional teaching strategies: simulation, text analysis, role play, guided discussions. Students eventually will be provided with material additional to the textbook to increase their knowledge of specific themes. Students have to read class material in advance, and a quiz will check their knowledge every week.



5. Assessment

Formative assessment elements:

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| Weekly quizzes: | 6* 50 = 300 points 10% |
| Three homework essays: | 3 * 100 = 300 points 10% |
| Class participation: activity) | 10 * 20 = 200 points 10% (50 % for showing up, 50% |

Summative assessment elements:

| Individual Assessment 100 | | % | Group Assessment | | % | |
|---------------------------|--------|-----------------|------------------|--------------------|-------|---------------|
| Name of the element | Weight | Type | Details | Retake opportunity | Req.* | Related CILOs |
| Midterm exam | 20% | Multiple choice | | yes | | 1,2,3 |
| Final exam | 50% | Essay | | yes | yes | 1,2,3, 6,7 |
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* Req.: Completion of the element is required to pass the course, irrespective of the performance in other elements.

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

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| International aspects embedded with the course |
| The textbook is American, the used case studies all come from British or American textbooks. Harvard simulation, international guest lecturers. |
| Ethics, Responsibility & Sustainability (ERS) aspects embedded with the course |
| There is a class on diversity, ethics, and sustainability. |
| Connections to the world of practice of the course |
| WOP guest lecturers organized every semester by the Faculty |