



Leadership and Organizational Behavior

General data

Course code:	M23VZB01E
ECTS credits:	9
Type of the course:	General core course (B1)
Semester:	Spring Semester 1
Course restrictions:	It should be taken as the first management course before the other management courses.
Course leader (with availabilities):	<i>Dr. Zsuzsanna VITAI, Professor</i> vitai.zsuzsanna@tkk.pte.hu office: b429
Further lecturer(s) (with availabilities):	<i>Dr. Ever BEDOYA</i> ever.bedoya@pte.hu office: b243

1. Description and aims

Although knowledge of economics, accounting, finance, and statistics is essential and indispensable in business, managing organizations, groups, and individuals is equally important. Whatever the field, the businessperson will work with people throughout his or her career, whether as a subordinate or a manager. Therefore, it is crucial to know the causes of human behavior, how behavior manifests itself, and to have an appropriate ability to deal with people. Building on basic management knowledge, the Organizational Behaviour course addresses the characteristics of human behavior in the organization at three levels: individual, group, and organizational systems. The Leadership part of the course provides students with the essential theoretical and practical knowledge of leadership, that enables them to develop themselves to become effective leaders. The course aims to enable students to apply both their OB and Leadership knowledge to improve organizational effectiveness.

2. Intended Learning Outcomes (ILOs)

Upon the successful completion of this course, students should be able to:

CILO 1. Knows the theories and terminology of the discipline of organizational behavior, and leadership, the role and characteristics of both disciplines in economic organizations and social institutions (PILO 1)

CILO 2. Using specific knowledge of human behavior in psychology, sociology, social psychology, and cultural anthropology, the students will be able to identify and analyze complex processes and apply them to solve practical problems (PILO3)

CILO 3. Students will have a complex set of skills to meet the challenges of managing people (PILO5).

CILO 4. Their work will be based on ethical behavior and a commitment to sustainable business operations (PILO7).



CILO 5. Advocate the principles of diversity, responsible, value-based management, equal opportunities, legality, and international management standards (PILO7 and PILO8).

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

3. Content, schedule

1. Introduction requirements. How will we work together?
The Changing Environment of Organizations
2. Values, Attitudes, and Job satisfaction
Diversity and diversity management
3. Personality theories and applications in the workplace – the leader and personality
4. **Exam 1.**
Perception, creativity – attribution theory – leadership and attribution
5. Learning and motivation issues – leadership behavior and motivation
6. Contingency leadership theories
7. Groups and Teams – leading international work teams, followership
8. Advanced Communication issues in 21st-century organizations **Ever Bedoya**
9. **Exam 2.**
Power Influence and Politics
10. Conflict and Charismatic and transformational leadership
11. Decision-making theories and practice, individual and organizational
12. Stress management
13. **Exam 3.**

4. Learning and teaching strategy, methodology

Seminar-like theoretical classes with management exercises. Three Harvard simulations and one Harvard ManageMentor class to strengthen management and leadership skills. The course will use videos and short cases to support critical thinking, argumentation, and problem-solving.

5. Assessment

Formative assessment elements: Class participation is 20% (CILO 1 and 3)

Summative assessment elements: Three exams are 60% (20% each), one essay is 20% (CILO2, 4, 5)

Individual Assessment	100%	Group Assessment	0%
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Name of the element	Weight	Type	Details	Retake opportunity	Req.*	Related CILOs
Exam 1	20%	Electronic		No	Yes	1,2,
Exam 2	20%	Electronic		No	Yes	1,2
Exam 3	20%	Electronic		No	Yes	1,2
Essay	20%	Electronic		No	Yes	3,4,5
Class part.	20	In person			Yes	3,4,5



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

6. Learning materials

- Essential
 - Buchanan, D.A., Huczynski, A.A. (2017): Organizational Behaviour, 9th ed. Pearson Education
 - Nelson, D, Quick, J.C.(2018): ORGB 6th ed. Cengage Learning
 - Robbins, S. Judge, T (2017): Organizational behavior 14th ed. Prentice Hall
 - Lussier, R.N., Achua, C.F. (2016): Leadership Theory Application and Skill Development, Cengage Learning

 - Recommended
- Any OB and Leadership book published after 2016.

7. Further information

International aspects embedded with the course.
All textbooks are published in English by international publishing houses, cases and exercises are about international companies, the three Harvard simulations, and the ManageMentor course.
Ethics, Responsibility & Sustainability (ERS) aspects embedded with the course.
There is a dedicated class on diversity and leadership ethics.
Connections to the world of practice of the course
All cases and exercises are based on real-life situations. WOP guest lecturers are invited.