

## GENERAL DATA

Program title	<b>MBA - International Business</b>
Course	<b>Organizational Behavior</b>
Course ID <input type="text"/>	Year of study: 2018/2019
NAME OF LECTURERS:	Julia Galosy, PhD (guarantor, lecturer)

## COURSE DESCRIPTION

Organizational Behavior provides the knowledge base for understanding behavior within organizations and equips managers with tools to manage individuals, groups and teams, and to understand organizational culture both in a domestic as well as in an international environment. Topics include optimizing of individual performance, leadership and power, business ethics, organizational design and structure, management of change and improving organizational effectiveness, and includes a range of cases and discussion topics.

Two day session on the fundamentals of leading change. Topics covered will be three phase process for change. Overcoming resistance to change. Creating a change plan. Creating a shadow plan. Skills and knowledge necessary to lead change.

## LEARNING OUTCOMES

Upon completion of this subject, students are able to

- evaluate how differences due to individual characteristics contribute to organizational problems
- explain when and why individuals are driven to take action in the motivation process
- manage the consequences of problems caused by people in organizations
- explain how human interactions can contribute to organizational problems, and the consequences of different styles, roles and interaction patterns in groups and teams
- determine appropriate leadership styles to use in various situations for the greatest impact
- recommend solutions to organizational problems by identifying performance and opportunity gaps
- redesign organizational structures and processes to ensure that organizational structure and management are appropriate
- recommend ways to overcome barriers to organizational change when implementing change in an organization

- understand the influences of multiple disciplines (psychology, anthropology, sociology) on organizational behavior

## **REQUIRED READINGS**

The relevant information can be found in the Studypack and consists of the courseware for this course. Additionally, there are articles for this subject to be read.

Champoux, J. Organizational Behavior: Integrating Individuals, Groups and Organizations. 4th ed. New York: Routledge, 2011.

ADDITIONAL ARTICLES AND LINKS FROM THE COURSEWARE (STUDYPACK)

## **DIDACTICS, TEACHING METHOD, EXAM PROCEDURE**

Course: 5 ECTS = 125 hours of study load (1 ECTS = 25 hours of study load)

Mode of delivery: distance learning/e-learning

Planned learning activities and teaching methods: Integrative assessment

Assessment methods and criteria: Integrative assessment plus final assignment. Emphasis for grading will be on originality of thought and ability to link your thinking to the theories we are studying. Challenging the thinking of others to create dialog will be expected. Efforts should be made to bring workplace examples into the discussions. You will find rubrics for evaluating your work in the RESOURCES section of the course