

School of Management and Technology of Santarém

Academic Year 2023/24

CURRICULAR UNIT FILE

Organizational Behavior

Code	Scientific Area	ECTS	Compulsory /Elective	Semester	Academic Year
	Management	3	Elective	1st / 2nd	

Distribution of Contact Hours by type of education						
Total	Theoretical	Theoretical / Practical	Practical and laboratory	Field work	Seminar	Tutorial
30		30				

Teacher in charge	Email
Assistant Professor Nuno Jorge (PhD)	nuno.jorge@esg.ipsantarem.pt

LEARNING OUTCOMES OF THE CURRICULAR UNIT:

This course deals with human behavior in a variety of organizations. Topics include individual skills, attitudes, motivation, emotions, personality, group dynamics, leadership, organizational culture and corporate social responsibility. Conceptual frameworks, case discussions, and skill-oriented activities are applied to each topic. Class sessions and assignments are intended to help participants acquire the skills that managers need to improve organizational relationships and performance.

Specific learning objectives include:

- To describe current research in organizational behavior and identify how it can be applied to workplace settings;
- To understand how the application of OB frameworks, tools, and concepts can enhance individual, group, and organizational effectiveness.

SYLLABUS:

Part 1: Introduction

Chapter 1: What Is Organizational Behavior?

Part 2: The Individual

Chapter 2: Attitudes and Job Satisfaction

Chapter 3: Emotions and Moods

Chapter 4: Personality and values

Chapter 5: Motivation

Part 3: The Group

Chapter 6: Foundations of Group Behavior

Chapter 7: Leadership

Part 4: The Organization System

Chapter 8: Organizational Culture

Chapter 9: Corporate Social Responsibility

TEACHING METHODOLOGIES (INCLUDING EVALUATION):

The teaching methodology is oriented to the acquisition of instrumental, interpersonal and systemic skills supported by:

- a) Interactive lessons where the teacher takes the role of a catalyst and facilitator of learning, using expository and participatory learning techniques;
- b) Conducting case studies aiming the application of acquired knowledge;
- c) Carrying out exercises in the context of the classroom to reinforce what they have learned;
- d) Conducting written work in teams, followed by oral presentation.

The assessment includes:

- a) One written test - 60%; b) One individual work presented in class - 40%.

MAIN REFERENCE:

Robbins, S. P. & Judge, T. (2018). *Organizational Behavior* (18th ed.). Harlow, UK: Pearson Education. **(A previous edition will be available in full text on Moodle)**