

Course Information Package

Course unit title	Business Management II		
Course unit code	ABS0202		
Course unit details	Accounting and Finance Elective		
Level of course unit	Bachelor (1st Cycle)		
Semester when the unit is delivered	8		
Number of ECTS credits allocated	6		
Name of lecturer(s)	Dr. Stavros Georgiades		
Learning Outcomes of the course unit	<p>By the end of the course, the students should be able to:</p> <ol style="list-style-type: none"> 1. Identify the links between behavioural management and organisational performance 2. Explain the relevance of managing people and integrate these concepts with knowledge gained in other core business course 3. Appreciate why human capital is one of the most important asset to an organisation 4. Analyse how organisations can build culture, communication and leadership to improve performance 5. Explain using empirical example how to effectively manage behaviour in organisations. 6. Evaluate organizational diversity and its advantages and drawbacks. 7. Explain organizational behaviour in a global context. 		
Mode of Delivery	Face-to-face		
Prerequisites	AFOT 101	Co-requisites	AFOT 102, ABSO 201
Recommended optional program components	NONE		
Course Contents	<p><i>I. A strategic approach to organizational behaviour</i> Basic elements of strategic organizational behaviour The role of human capital in creating competitive advantage Positive OB High-Involvement management</p> <p><i>II. Organizational Diversity</i> Diversity defined - Forces of change Diversity management and high-involvement organisations Roadblocks to diversity -Creating and managing diversity</p> <p><i>III. Organizational Behaviour in a Global Context</i> Forces of globalisation The globalisation experience for associates and managers Opportunities for international participation</p>		

	<p>High-involvement management in the international context Ethics in the international context</p> <p>IV. Work Motivation The strategic importance of work motivation Content theories of motivation Process theories of motivation Motivating associates: an integration of motivation theories</p> <p>V. Conflict, Negotiation, Power and Politics The nature of conflict Causes of conflict - Conflict escalation and outcome Negotiation - Power Organisational politics</p> <p>VI. Organizational Change and Development Pressures for organisational change – Planned Change Organizational Development</p>
Recommended and/or required reading:	
Textbooks	Robbins, S. and Judge, T. Essentials of Organizational Behavior: Global Edition , 13th Edition, Pearson, 2015
References	<p>Becker Professional Education, F1 Accountant in Business : Study Text, 2017 Edition, Becker Professional Education, 2017</p> <p>The Institute of Chartered Accountants in England and Wales, Business, Technology and Finance: Study Manual 2018, 11th Edition, The Institute of Chartered Accountants in England and Wales, 2017.</p> <p>Schermerhorn, J., Hunt, J., Osborn, R. and Uhl- Bien M. Organizational Behavior, International Edition, 2012</p> <p>Hitt, M., Miller, C. and Colella, A, Organizational Behavior: A Strategic Approach, 3rd edition, Wiley, 2010</p>
Planned learning activities and teaching methods	<p>The taught part of course is delivered to the students by means of lectures. Lecture notes and presentations are available through the web for students to use in combination with the textbooks.</p> <p>Lectures are supplemented with class exercises carried out in class and via homework. The students will be asked to complete an assignment during the course.</p>
Assessment methods and criteria	<p>Midterm test-20%</p> <p>Assignment- 20%</p> <p>Final Exam-60%</p>
Language of instruction	English
Work placement(s)	No