

Course unit title:	Organisational Behaviour		
Course unit code:	ABSO 111		
Type of course unit:	Optional		
Level of course unit:	Bachelor (1 <sup>st</sup> cycle)		
Year of study:	3 <sup>rd</sup> or 4 <sup>th</sup>		
Semester when the unit is delivered:	1 <sup>st</sup> or 2 <sup>nd</sup>		
Number of ECTS credits allocated :	6		
Name of lecturer(s):	Nina Gorovaia		
Learning outcomes of the course unit:	<p>Identify the links between behavioural management and organisational performance</p> <p>Recognise the relevance of managing people and integrate these concepts with knowledge gained in other core business course</p> <p>Appreciate why human capital is one of the most important asset to an organisation</p> <p>Analyse how organisations can build culture, communication and leadership to improve performance</p> <p>Examine with empirical example how to effectively manage behaviour in organisations</p>		
Mode of delivery:	Face-to-face		
Prerequisites:	None	Co-requisites:	None
Recommended optional program components:	None		
Course contents:	<p>Organisational diversity:  Diversity defined  Forces of change  Diversity management and high-involvement organisations  Roadblocks to diversity  Creating and managing diversity</p> <p>Organisational behaviour in a global context  Forces of globalisation  The globalisation experience for associates and managers  Opportunities for international participation  High-involvement management in the international context  Ethics in the international context</p> <p>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>Stress and well-being:  Workplace stress defined  Two models of workplace stress  Organisational and work-related stressors  Individual influences on experiencing stress  Individual and organisational consequences of stress  Managing workplace stress</p> <p>Communication:  The communication process  Communication within organisations  Interpersonal communication  Barriers to effective communication</p> <p>Conflict, negotiation, power and politics:  The nature of conflict  Causes of conflict  Conflict escalation and outcome  Negotiation</p>		

	<p>Power Organisational politics</p> <p>Organisational change and development: Pressures for organisational change Planned change Organisational development</p>
Recommended and/or required reading:	See textbook
Textbooks:	Hitt, M., Miller, C. and Colella, A. (latest edition) <i>Organizational Behavior: A Strategic Approach</i> , Wiley
References:	<p>Robbins, S. and Judge, T. (latest edition) <i>Essentials of Organizational Behavior</i>, Pearson</p> <p>André, R. (latest edition) <i>Organizational Behavior: An Introduction to your Life in Organization</i>, Pearson</p> <p>Schermerhorn, J., Hunt, J., Osborn, R. (latest edition) <i>Organizational Behavior</i>, Wiley</p>
Planned learning activities and teaching methods:	Lectures, discussions and presentations by students
Assessment methods and criteria:	<p>Midterm test      20%</p> <p>Assignments      20%</p> <p>Final examination 60%</p>
Language of instruction:	English
Work placement(s):	Not applicable