

Course Title	<b>Organizational Behaviour</b>				
Course Code	<b>MBA553</b>				
Course Type	Elective				
Level	MBA (Level 2)				
Year / Semester	1st Year / Spring Semester				
Teacher's Name	Dr Stavros Georgiades / Dr Panos Chountalas				
ECTS	10	Lectures / week	3 hours	Laboratories / week	0
Course Purpose	The purpose of the course is to provide students with the necessary knowledge and understanding of the basic principles and modern activities related to organizational behaviour and the management of people.				
Learning Outcomes	<ul style="list-style-type: none"> <li>• Identify the links between organizational behaviour and organizational performance</li> <li>• Appreciate why human capital is one of the most important asset to an organization</li> <li>• Summarize the relationship between attitudes and behavior</li> <li>• Define personality, describe how it is measured, and explain the factors that determine an individual's personality.</li> <li>• Identify the major theories of motivation and evaluate their applicability today</li> <li>• Analyze how organizations can build culture, communication and leadership to improve performance.</li> <li>• Apply and analyze the main techniques involved in the training process within organizations</li> <li>• Explain and evaluate the training and development effort</li> <li>• Critically evaluate major trends impacting practices in salary administration and apply the various incentive plans available.</li> <li>• Illustrate and explore all steps involved in the preparation of a business plan</li> </ul>				
Prerequisites	MBA516	Required	None		
Course Content	<p>I. Introduction What Is Organizational Behaviour?</p> <p>II. The Individual Attitudes and job satisfaction Emotions and Moods</p>				

	<p>Personality and Values</p> <p>Perception and Individual Decision Making</p> <p>Motivation Concepts</p> <p>III. The Group</p> <p>Foundations of Group Behaviour</p> <p>Communication</p> <p>Leadership</p> <p>Conflict and Negotiation</p> <p>Foundations of Organization Structure</p> <p>IV. The Organization System</p> <p>Organizational Culture</p> <p>Organizational Change</p> <p>V. Training</p> <p>The Training Process and Techniques</p> <p>Training in international firms</p> <p>Evaluating the Training and Development Effort</p> <p>VI. Monetary Compensation</p> <p>Wages and Salary Administration, Pay Structure</p> <p>Incentive Plans and Employee Benefits</p> <p>VII. Business Plan</p> <p>Executive Summary</p> <p>Company</p> <p>Product and Service</p> <p>Market Analysis</p> <p>Strategy</p> <p>Operations</p> <p>Financial Plan</p>
Teaching Methodology	Lectures, Class discussions, Articles analysis, Group case studies presentation, discussion, and solution, Assignment
Bibliography	<p>(a) <u>Textbooks</u></p> <p>Robbins, S. P. &amp; Judge, T. (2012). Organizational Behavior (15<sup>th</sup> ed.), Pearson Education: Upper Saddle River, N.J.</p>

	<p>Dessler, G (2016) Human Resource Management, 15th Edition, Prentice Hall</p> <p>(b) <u>References</u></p> <ul style="list-style-type: none"> <li>• Colquitt, J., LePine, J. &amp; Wesson, M. (2018). Organizational Behavior: Improving Performance and Commitment in the Workplace (6<sup>th</sup> ed.), McGraw-Hill Education: New York, N.Y.</li> <li>• Noe, R., Hollenbeck, J., Gerhart, B., &amp; Wright, P., 2016. Fundamentals of Human Resource Management. 10th Edition, McGraw Hill</li> </ul>
Assessment	<p>Final Exam: (60%)</p> <p>Group Case Study Presentation (10%)</p> <p>Group Case Study Solution (10%)</p> <p>Assignment (20%)</p>
Language	English