

# ORGANIZATIONAL BEHAVIOR

## COURSE SYLLABUS

Code and name of specialty	073 – Management	Institute	Institute of Education and Science in Economics, Management and International Business
Program name	Management of Organizations and Administration / Business Administration	Department	Management and taxation
Type of program	Educational and Professional	Language of instruction	English / Ukrainian

### LECTURER

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PhD (Economics), Associate Professor of Management and Taxation Department (NTU “KhPI”) Authored and co-authored over 40 scientific publications. Courses: Basics of management, Tax administration and tax reporting, Management and tax accounting, Organizational behavior

### GENERAL DESCRIPTION OF THE COURSE

Summary	The course aims to ensure that students master the specific techniques and tools for managing organizational behavior; formed skills and abilities to analyze group and intergroup dynamics in the organization
Course objectives	<ul style="list-style-type: none"> <li>● mastering knowledge and practical skills on the formation of adaptation and development' system of employees in the organization;</li> <li>● developing a system of personnel evaluation, a system of values that support the mission of the organization and motivate employees to achieve it;</li> <li>● developing students' ability to think critically, work in a team and communicate</li> </ul>
Types of classes and control	Lectures, workshops, consultations. The course ends with a final exam
Term	5

Student workload (credits) / Type of course	5 / Elective	Lectures (hours)	16	Workshops (hours)	32	Self-study (hours)	102
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Program competences	<p>GC04. The ability to apply knowledge in practical situations.</p> <p>SC01. The ability to identify and describe the characteristics of organizations.</p> <p>SC05. The ability to manage the organization and its units through the management functions realization</p> <p>SC07. The ability to choose and to use modern tools of management.</p> <p>SC10. The ability to work in a team and to establish interpersonal interaction in solving professional tasks.</p> <p>SC11. The ability to create and manage effective communication in the process of management.</p> <p>SC14. To understand the principles of psychology and use them in a professional activity.</p>
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SC15. The ability to form and demonstrate leadership and behavioral skills  
 SSC1.1. Understanding of modern approaches to supply chain management  
 SSC1.2. The ability to describe business processes in supply chains and to manage material, information, financial and other flows

Learning outcomes	Teaching and learning methods	Forms of assessment (continuous assessment CAS, final assessment FAS)
LO 02. To keep moral, cultural, scientific values and to increase achievements of society, to use different types and forms of effective activity for maintaining a healthy lifestyle.	Interactive lectures with presentations, discussions, workshops, teamwork, game method, project learning, essay writing	Written assignment (CAS), practical assessment (CAS), online tests (CAS), exam (FAS)
LO 03. To demonstrate knowledge of theories, methods, and functions of management, modern concepts of leadership.	Interactive lectures with presentations, discussions, workshops, teamwork, game method, essay writing	Written assignment (CAS), practical assessment (CAS), online tests (CAS), exam (FAS)
LO 04. To show skills of identification of problems and justification of management decisions.	Interactive lectures with presentations, discussions, workshops, teamwork, game method, project learning, essay writing, method of feedback from students	Written assignment (CAS), practical assessment (CAS), online tests (CAS), exam (FAS)
LO 07. To show skills of organizational planning.	Discussions, workshops, teamwork, brain storm, game method.	Written assignment (CAS), practical assessment (CAS), online tests (CAS), exam (FAS)
LO 11. To demonstrate the skills of analyzing the situation and communicating in various areas of the organization's activities.	Discussions, workshops, teamwork, project learning, essay writing	Written assignment (CAS), practical assessment (CAS), online tests (CAS), exam (FAS)
LO 12. To evaluate the legal, social, and economic implications of an organization's functioning.	Interactive lectures with presentations, discussions, workshops, teamwork	Written assignment (CAS), practical assessment (CAS), online tests (CAS), exam (FAS)
LO 13. To communicate in an oral and written form in the state and foreign languages.	Discussions, workshops, teamwork, game method, method of feedback from students	Written assignment (CAS), practical assessment (CAS), online tests (CAS), exam (FAS)
LO 14. To identify the stress reasons, to adapt yourself and members of the team to a stressful situation, to find means to its neutralization.	Interactive lectures with presentations, discussions, workshops, teamwork, game method, brain storm,	Written assignment (CAS), practical assessment (CAS), online tests (CAS), exam (FAS)
LO 17. To conduct research individually and/or in a group under the leadership of the leader.	Workshops, teamwork, game method, brain storm	Written assignment (CAS), practical assessment (CAS), online tests (CAS), exam (FAS)
LO1.3. To develop marketing strategies in social networks, to apply web-analysis to assess their effectiveness	Interactive lectures with presentations, discussions, workshops, teamwork	Reporting on self-studying work (CAS)

### ASSESSMENT AND GRADING

Range of	core (points) for all types of learning activities	ECTS grading scale	The national grading scale	100% Final assessment as a result of Final exam (40%) and Continuous assessment
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<b>points corresponding to grades</b>	90-100	A	excellent	<b>Allocation of grade points</b>	(60%). <b>40% Final exam:</b> tests <b>60% Continuous assessment:</b> • 20% practical assessment (including problem sheets, reporting on self-studying work and case-studies); • 20% writing a final essay; • 20% term control (2 online tests)
	82-89	B	good		
	74-81	C			
	64-73	D	satisfactory		
	60-63	E			
	35-59	FX	Unsatisfactory (with the exam retake option)		
	0-34	F	Unsatisfactory (with mandatory repetition of the course)		

**Course policy** Students are expected to attend classes regularly, to get to class on time and stay for the duration of the class. In the case of absence, students will be required to submit all assignments to make up for the missed classes. Students are also expected to come to class having read all the required material and being ready to productively participate in the class discussions. Written assignments should be submitted before the specified deadlines.

### COURSE STRUCTURE AND CONTENT

<b>Lecture 1</b>	The concept of organizational behavior. Components and aspects of organizational behavior	<b>Workshop 1-2</b>	Case "Human behavior in the organization"	<b>S e l f - s t u d y</b>	Analysis of organizational behavior
<b>Lecture 2</b>	A person in the system of organizational behavior	<b>Workshop 3-4</b>	Teamwork "Determining personality traits"		Values and attitudes. Intermediate control
<b>Lecture 3</b>	Management of individual behavior. Defining the social role in the organization	<b>Workshop 5-6</b>	Business game "Organizational roles"		Manipulations in the organization
<b>Lecture 4</b>	Motivation and reward	<b>Workshop 7-8</b>	Business game "Staff motivation"		Basic programs of material motivation
<b>Lecture 5</b>	Formation of group behavior	<b>Workshop 9-10</b>	Business game "Successful manager"		Problems of informal leaders. Intermediate control.
<b>Lecture 6</b>	Team management and models of effective teamwork	<b>Workshop 11-12</b>	Teambuilding in the organization		Success factors for effective teamwork
<b>Lecture 7</b>	Leadership and leadership	<b>Workshop 13-14</b>	Business game "Holiday is coming"		Basic concepts of leadership
<b>Lecture 8</b>	Conflict management	<b>Workshop 15-16</b>	Training "Conflict Resistance"		Typical forms of behavior in conflict situations Final online test.

### RECOMMENDED READING

1. Organizational Behavior (2019) OpenStax, Rice University. – [https://assets.openstax.org/oscms-prodcms/media/documents/OrganizationalBehavior-OP\\_TtwWleQ.pdf](https://assets.openstax.org/oscms-prodcms/media/documents/OrganizationalBehavior-OP_TtwWleQ.pdf)
2. Stephen R. P., Judge T. A. (2013) Organizational behavior, 15 edition. – Pearson Education, Inc. – <https://www.researchgate.net/profile/Narendra-Chaudhary-3/post/Influence-of-leadership-on-trust-organizational-performance/attachment/59d62af079197b8077989550/AS%3A341225224851456%401458365841566/download/organizational-behavior-15e-stephen-p-robbins-timothy-a-judge-pdf-qwerty.pdf>
3. Human Resource Management (2016), The open university of Hong Kong. – <https://www.opentextbooks.org.hk/ditatopic/32703>
4. Новак В.О., Мостенська Т.Л. (2008) Організаційна поведінка: підручник. – К. : Кондор. – 172 с.
5. Матушкіна М. В. (2016) Організаційна поведінка. Навчальний посібник для студентів денної та заочної форм навчання спеціальності „Менеджмент організацій”, – Старобільськ. – 200 с. – <http://dspace.luguniv.edu.ua/jspui/bitstream/123456789/934/1/Matushkina.pdf>

1. Franklin B. The way to wealth. – [https://books.google.com.ua/books?id=TWwqAAAAYAAJ&printsec=frontcover&redir\\_esc=y&hl=uk#v=onepage&q&f=false](https://books.google.com.ua/books?id=TWwqAAAAYAAJ&printsec=frontcover&redir_esc=y&hl=uk#v=onepage&q&f=false)
2. Program on negotiation. – <http://www.pon.harvard.edu>
3. Лепейко Т. І. та ін. (2013) Організаційна поведінка : навчальний посібник. – Х. : Вид. ХНЕУ – 156 с. – <http://repository.hneu.edu.ua/bitstream/123456789/14218/1/%D0%9D%D0%B0%D0%B2%D1%87%D0%B0%D0%BB%D1%8C%D0%BD%D0%B8%D0%B9%20%D0%BF%D0%BE%D1%81%D1%96%D0%B1%D0%BD%D0%B8%D0%BA.%D0%9E%D1%80%D0%B3%D0%B0%D0%BD%D1%96%D0%B7%D0%B0%D1%86%D1%96%D0%B9%D0%BD%D0%B0%20%D0%BF%D0%BE%D0%B2%D0%B5%D0%B4%D1%96%D0%BD%D0%BA%D0%B0.pdf>
4. Рульєв В.А. та ін. (2012) Управління персоналом. Київ: Кондор, 310 с.
5. Armstrong, M., (2009). Armstrong's Essential Human Resource Management Practice: A Guide to People Management, 11 Edition . – London; Philadelphia : Kogan Page. – <http://www.mim.ac.mw/books/Armstrong's%20Handbook%20of%20Human%20Resource%20Management%20Practice%2011th%20%20edition.pdf>
6. Herbert A. Simon A Behavioral Model of Rational Choice Author(s). – The Quarterly Journal of Economics, Vol. 69, No. 1 (Feb., 1955), pp. 99-118. – <https://www.suz.uzh.ch/dam/jcr:ffffff-fad3-547b-ffff-ffff0bf4572/10.18-simon-55.pdf>

#### Academic integrity

Students are expected to adhere to the Code of Ethics of Academic Relations and Integrity of NTU “KhPI”.

The content of this syllabus is consistent with the «Organizational behavior» course program.