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	**Department**	Management and taxation
Type of program	Educational and Professional	**Language of instruction**	English / Ukrainian

LECTURER

Olena Zamula, *olena.zamula@khpi.edu.ua*

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	●mastering knowledge and practical skills related to the formation of a system for employee adaptation and development in the organization; ●developing a system of personnel evaluation, a system of values that support the mission of the organization and motivate employees to achieve it; ●developing students' ability to think critically, work in a team and communicate
Types of classes and control	Lectures, workshops, consultations. The course ends with a final exam
Term	5

Student workload (credits) / Type of course	4 / Mandatory	**Lectures (hours)**	16	**Workshops (hours)**	32	**Self-study (hours)**	72

Program competences	GC03. The ability to abstract thinking, analysis, synthesis. GC04. The ability to apply knowledge in practical situations. GC05. Knowledge and understanding the subject area and understanding the professional activity. GC09. The ability to learn and to master modern knowledge. GC11. The ability to adapt and perform in a new situation. GC13. The appreciation and respect for diversity and multiculturalism.

GC15. The ability to act on the basis of ethical grounds (reasons).
SC01. The ability to identify and describe the characteristics of organizations.
SC06. The ability to act socially responsible and consciously.
SC07. The ability to choose and to use modern tools of management.
SC09. The ability to work in a team and to establish interpersonal interaction in solving professional tasks.
SC11. The ability to create and manage effective communication in the process of management
SC15. The ability to form and demonstrate leadership and behavioral skills.

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	Reporting on self-studying work (CAS), Written assignment (CAS), practical assessment (CAS), online tests (CAS), exam (FAS)

ASSESSMENT AND GRADING

Ranges of	Total score (points) for all types of learning	ECTS grading	The national grading scale	Allocation	100% Final assessment as a result of Final

points corresponding to grades	activities	scale		of grade points	exam (40%) and Continuous assessment (60%).
	90-100	A	excellent		**40% Final exam**: tests
	82-89	B	good		**60% Continuous assessment:**
	74-81	C			• 20% practical assessment (including problem sheets, reporting on self-studying work and case-studies);
	64-73	D	satisfactory		• 20% writing a final essay;
	60-63	E			• 20% term control (2 online tests)
	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

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

RECOMMENDED READING

Compulsory	Recommended
1. Organizational Behavior. (2019). OpenStax, Rice University. Retrieved from https://assets.openstax.org/oscms-prodcms/media/documents/OrganizationalBehavior-OP_TtwWIeQ.pdf 2. Stephen, R. P., Judge T. A. (2013). Organizational behavior, 15 edition. Pearson Education, Inc. Retrieved from 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. Retrieved from https://www.opentextbooks.org.hk/ditatopic/32703 4. Новак, В. О., Мостенська, Т. Л. (2008). Організаційна поведінка. Київ : Кондор. 5. Матушкіна, М. В. (2016). Організаційна поведінка. Старобільськ. Retrieved from http://dspace.luguniv.edu.ua/jspui/bitstream/123456789/934/1/Matushkina.pdf	1.Franklin, B. The way to wealth. Retrieved from https://books.google.com.ua/books?id=TWwqAAAAYAAJ&printsec=frontcover&redir_esc=y&hl=uk#v=onepage&q&f=false 2. Program on negotiation. (2013) Retrieved from http://www.pon.harvard.edu 3. Лепейко, Т. І. Організаційна поведінка. Харків : Вид. ХНЕУ. Retrieved from 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. (2012). Управління персоналом. Київ: Кондор. 5. Armstrong, M. (2009). Armstrong's Essential Human Resource Management Practice: A Guide to People Management, 11 Edition. London; Philadelphia : Kogan Page. Retrieved from http://www.mim.ac.mw/books/Armstrong's%20Handbook%20of%20Human%20Resource%20Management%20Practice%2011th%20%20edition.pdf 6. Herbert, A. Simon, A. (1955). Behavioral Model of Rational Choice Author(s). – The Quarterly Journal of Economics, 69(1), 99-118. Retrieved from https://www.suz.uzh.ch/dam/jcr:ffffffff-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.