



Syllabus Course Program



Organizational Behavior

Specialty

073 – Management

Institute

Institute of Education and Science in Economics, Management and International Business

Educational program

Management of Organizations and Administration

Department

Management (204)

Level of education

Bachelor's level

Course type

Professional, Mandatory

Semester

5

Language of instruction

English, Ukrainian

Lecturers and course developers



First name and surname

Olena.Zamula@khpi.edu.ua

PhD (Economics), Associate Professor of Management Department (NTU "KhPI")

Authored and co-authored over 45 scientific publications. Courses: Basics of management, Resource Management, Organizational behavior

[More about the lecturer on the department's website](#)

General information

Summary

The course "Organizational Behavior" 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 and goals

Mastering knowledge and practical skills on the formation of adaptation and development' system of employees 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.

Format of classes

Lectures, practical classes, consultations. Individual calculation task. Final control - exam.

Competencies

GC03. The ability for abstract thinking, analysis, synthesis.

GC05. Knowledge and understanding of the subject area and understanding of the professional activity

GC09. The ability to learn and to master modern knowledge.

GC10. The ability to conduct research at an appropriate level.

GC13. Appreciation and respect for diversity and multiculturalism.

GC15. The ability to act on the basis of ethical considerations (motives).
SC01. The ability to identify and describe the characteristics of organizations.
SC03. The ability to identify prospects for organizational development.
SC06. The ability to act in a socially responsible and conscientious manner.
SC07. The ability to choose and use modern tools of management.
SC15. The ability to develop and demonstrate leadership qualities and behavioral skills.
SC16. The ability to identify and analyze organizational problems, make informed and well-grounded decisions regarding organizational activities, operational strategies and organizational behavior.

Learning outcomes

LO 01. To know the rights and duties as a member of society, be aware of the values of civil society, the rule of law, human and citizen rights, and freedoms in Ukraine.
LO 02. To protect moral, cultural, scientific values and to increase achievements of society, to use different types and forms of physical activity for maintaining a healthy lifestyle.
LO 07. To demonstrate the skills of organizational planning.
LO 12. To evaluate the legal, social, and economic outcomes of an organization's functioning
LO 16. To demonstrate skills of independent work, flexible thinking, openness to new knowledge, to be critical and self-critical.
LO 17. To conduct research individually and/or in a group under the supervision of a leader.
LO 18. To demonstrate skills related to the identification and analysis of organizational problems, making of well-grounded organizational decisions, development of operational strategies and planning of organizational behavior

Student workload

The total volume of the course is 120 hours (4 ECTS credits): lectures - 32 hours, Workshops - 16 hours, self-study - 72 hours.

Course prerequisites

To successfully complete the course, you must have knowledge and practical skills in the following disciplines: "Fundamentals of Management", "Organizational Theory", "Human Resource Management".

Features of the course, teaching and learning methods, and technologies

Lectures are conducted interactively using multimedia technologies. Discussions, teamwork, case method, game method, calculation methods are used in practical classes.

Program of the course

Topics of the lectures

Topic 1. The concept of organizational behavior.
Topic 2. Diversity in Organizations.
Topic 3. Attitudes and Job Satisfaction.
Topic 4. Perception and Individual Decision Making.
Topic 5. Motivation Concepts.
Topic 6. Foundations of Group Behavior.
Topic 7. Power and Politics.
Topic 8. Leadership.
Topic 9. Conflict and Negotiation
Topic 10. Communication.
Topic 11. Foundations of Organization Structure.
Topic 12. Organizational Culture.
Topic 13. Human Resource Policies.
Topic 14. Training and Development Programs.
Topic 15. Performance Evaluation.
Topic 16. Organizational Change.

Topics of the workshops

- Topic 1. Emotions and Moods.
- Topic 2. Personality and Values.
- Topic 3. Interpersonal Behavior.
- Topic 4. Intergroup Relations
- Topic 5. Understanding Work Teams.
- Topic 6. Non-verbal communication.
- Topic 7. Design Considerations of Organizational Structure.
- Topic 8. Stress Management.

Topics of the laboratory classes

Laboratory work within the discipline is not provided.

Self-study

The course involves the completion of an individual task in the form of a course project. Students are also recommended additional materials (videos, articles) for independent study and analysis.

Course materials and recommended reading

Compulsory materials

1. Organizational Behavior. (2019). OpenStax, Rice University. Retrieved from 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. Retrieved from [http://www.mim.ac.mw/books/Organizational%20Behavior%20\(15e\).pdf](http://www.mim.ac.mw/books/Organizational%20Behavior%20(15e).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/xmlui/bitstream/handle/123456789/934/Matushkina.pdf?sequence=1&isAllowed=y>

Additional materials:

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. Лепейко, Т. І. (2013). Організаційна поведінка. Харків : Вид. ХНЕУ. Retrieved from <http://repository.hneu.edu.ua/jspui/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>
3. Рульєв, В. А. (2012). Управління персоналом. Київ : Кондор.
4. 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>
5. Herbert, A. Simon, A. (1955). Behavioral Model of Rational Choice Authors. The Quarterly Journal of Economics, 69(1), 99-118. Retrieved from <https://www.suz.uzh.ch/dam/jcr:fffff-fad3-547b-ffff-ffff0bf4572/10.18-simon-55.pdf>

Assessment and grading

Criteria for assessment of student performance, and the final score structure

100% of the final grade consists of assessment results in the form of an exam (40%) and ongoing assessment (60%). Exam: test tasks (30 theory questions) and problem solving. Current assessment: 2 tasks and a course project (20% each)

Grading scale

| Total points | National | ECTS |
|--------------|--|------|
| 90-100 | Excellent | A |
| 82-89 | Good | B |
| 75-81 | Good | C |
| 64-74 | Satisfactory | D |
| 60-63 | Satisfactory | E |
| 35-59 | Unsatisfactory (requires additional learning) | FX |
| 1-34 | Unsatisfactory (requires repetition of the course) | F |

Norms of academic integrity and course policy

The student must adhere to the Code of Ethics of Academic Relations and Integrity of NTU "KhPI": to demonstrate discipline, good manners, kindness, honesty, and responsibility. Conflict situations should be openly discussed in academic groups with a lecturer, and if it is impossible to resolve the conflict, they should be brought to the attention of the Institute's management. Regulatory and legal documents related to the implementation of the principles of academic integrity at NTU "KhPI" are available on the website: <http://blogs.kpi.kharkov.ua/v2/nv/akademichna-dobrochesnist/>

Approval

Approved by

Date, signature

Head of the department
Olena PROKHORENKO

Date, signature

Guarantor of the educational program
Olena LINKOVA