Organizational behavior

Specialty
073-Management

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

Educational program
Business Administration

Department
Management (204)

Level of education
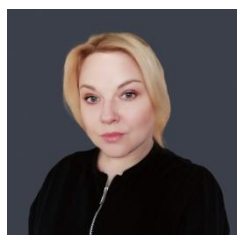Bachelor's level

Course type
Mandatory

Semester
8

Language of instruction
English

Lecturers and course developers

Nataliia Solopun
Nataliya.Solopun@khpi.edu.ua
PhD in Economic Sciences, Associate Professor, Associate Professor at the Department of Management

General information, number of publications, main courses, etc.
https://web.kpi.kharkov.ua/mto/about/staff/solopun/

Authored and co-authored over 75 scientific and methodological publications. Senior lecturer of courses "Basics of management", "Business Communications", "Managerial Psychology".

General information

Summary
The subject of discipline is the behavior of employees of the organization, as well as the reasons and factors shaping this behavior. Organizational behavior is a multidisciplinary field that studies how individuals and groups behave within the context of an organization. Based on the acquired knowledge and skills, students of the discipline learn to use in practice approaches to the formation of the organizational and management structure of an organization, develop and implement projects aimed at the development of the organization, analyze the motivation structure of the organization's employees, find relationships between employee behavior and the organization's achievement of strategic and operational goals. In addition to theoretical knowledge, students of the discipline practice the skills of collecting, processing and analyzing information about factors in the external and internal environment of the organization for making management decisions. It also provides valuable insights for managers and leaders to create a positive and efficient work environment.

Course objectives and goals
- to systematize description of people's behavior in various situations that arise during the work process.
- to explain of the reasons for the actions of individuals and groups under certain conditions.
- to predict of employee behavior in the future.
- to learn the skills of managing people's behavior in the labor process and improving them.

Format of classes

Lectures, workshops, consultations, self-study. The course ends with a final exam.

Competencies

GC03. The ability for abstract thinking, analysis, synthesis.
GC04. The ability to apply knowledge in practical situations.
GC05. Knowledge and understanding of the subject area and understanding of the professional activity
GC09. The ability to learn and to master modern knowledge.
GC11. The ability to adapt to a new situation and take an action.
GC13. The 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.
SC06. The ability to act in a socially responsible and conscientious manner.
SC07. The ability to choose and use modern tools of management.
SC10. The ability to assess the performed works, to ensure their quality and to motivate personnel of an organization
SC11. The ability to create and organize effective communication in the process of management.
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

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.
LO 03. To demonstrate knowledge of theories, methods and functions of management, modern concepts of leadership.
LO 04. To show skills of identification of problems and justification of management decisions.
LO 07. To show skills of organizational planning.
LO 11. To demonstrate the skills of analyzing the situation and communicating in various areas of the organization's activities.
LO 12. To evaluate the legal, social, and economic implications of an organization's functioning.
LO 13. To communicate in an oral and written form in the state and foreign languages.
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.
LO 17. To conduct researches individually and/or in a group under the leadership of the leader.
LO1.3. To develop marketing strategies in social networks, to apply web-analysis to assess their effectiveness

Student workload

The total volume of the course is 120 hours (4,0 ECTS credits): lectures – 16 hours, workshops – 32 hours,self-study – 72 hours.

Course prerequisites

"Fundamentals of Management", "Organizational Theory", "Human Resource Management".

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

Interactive lectures with presentations, discussions, workshops, project-based learning, teamwork, case studies

Program of the course

Topics of the lectures
Topic 1. The concept of organizational behavior.
Topic 2. Motivation Concepts.
Topic 3. Foundations of Group Behavior.
Topic 4. Leadership.
Topic 5. Communication.
Topic 6. Foundations of Organization Structure.
Topic 7. Organizational Culture
Topic 8. Human Resource Policies.

Topics of the workshops
Topic 1. Emotions and Moods.
Topic 2. Personality and Values.
Topic 3. Diversity in Organizations.
Topic 4. Attitudes and Job Satisfaction.
Topic 5. Perception and Individual Decision Making.
Topic 6. Interpersonal Behavior.
Topic 7. Intergroup Relations.
Topic 8. Power and Politics.
Topic 9. Team Work.
Topic 10. Non-verbal communication.
Topic 11. Conflict and Negotiation.
Topic 12. Organizational Structure.
Topic 13. Organizational Change.
Topic 14. Training and Development Programs.

Topics of the laboratory classes

This course does not include laboratory classes.

Self-study

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

Course materials and recommended reading

1. Robbins, S. P., & Judge, T. A. (2017). Essentials of Organizational Behavior, Global Edition (Vol. 14th). Harlow, United Kingdom: Pearson. Retrieved from http://search.ebscohost.com/login.aspx?direct=true&site=eds-live&db=edsebk&AN=1594479
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
3. Daniels, A. C., & Bailey, J. S. (2014). Performance management: Changing behavior that drives organizational effectiveness. Atlanta, Georgia: Aubrey Daniels International Inc.
4. Lambert, J. M., Blooms, S. E., Kunnavantana, S. S., Collins, S. D., & Clay, C. J. (2013). Training residential staff to conduct trail-based functional analyses. Journal of Applied Behavior Analysis, 46, 296–300. doi:10.1002/jaba.17
5. General Stanley McChrystal, David Silverman, Tantum Collins, Chris Fussell (2015). Team of Teams: New Rules of Engagement for a Complex World. 304 p.
6. Amy C. Edmondson. (2018). The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth.

Assessment and grading

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

100% Final assessment as a result of Final exam (40%) and Continuous assessment (60%).

40% Final exam: written assignment (theory + problem solving) and its oral presentation.

60% Continuous assessment: online tests and practical individual assignment.

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 PROKHORENKO |

National Technical University "Kharkiv Polytechnic Institute"