

ORGANIZATIONAL BEHAVIOUR

Code: 15866

Main Scientific Area: Business management

Lecturer: Márcia Marina Rodrigues Brito Duarte

Language of Instruction: Portuguese

Regime: S2

Contact Hours: 60h Total Workload: 108h

ECTS: 6,0

Objectives

The objectives are: Provide students with the basic concepts essential to understanding the behaviour of individuals, groups and organizations. Explore the methodologies diagnostic and troubleshooting management problems. Highlight dynamic and interpersonal processes in organizations. Demonstrate the importance of organizational behaviour in the current context of change and globalisation in public and private organizations.

Learning Outcomes

1. Understand and explain the processes thru which organizations are structured and influenced by their environment. 2. Understand and explain the organizational dynamics, according to the environment-structure interaction. 3. Consider and enhance corporate culture and corporate culture management value when dealing with persons and organizations. 4. Recognize the existence of political processes inside organizations and their management value. 5. Understand cultural diversity and cross-cultural aspects of organizations and their relevance for people and behaviour management. 6. Conclude about the relevance of company mission and project and corporate culture management in organizational change processes. 7. Recognize the relevance and difficulties associated with organizational change processes.

Course Contents

1. Evolution of perspectives on behavior in organizations 2. Fundamentals behavior of individuals in organizations 3. Dispositional factors 4. Emotional intelligence 5. Motivation at work 6. Job satisfaction 7. Organizational citizenship behaviors 8. Leadership 9. Work teams 10. Organizational Commitment 11. Culture and organizational climate 12. Power, influence and political behavior 13. Organizational Conflict 14. Organizational change 14. 1 Organizational change or organizational changes? 15. Occupational stress

Recommended Bibliography

Cunha, M. P. e, Rego, A., Cunha, R. C., Cabral-Cardoso, C. (2016). Manual de Comportamento Organizacional e Gestão (8ª edição). RH Editora

Cunha, M. P., Rodrigues S.B. (2002). Manual de Estudos Organizacionais. RH Editora

Ferreira, J.M. C., Neves, J.G (2001). Psicossociologia das Organizações. McGraw-Hill.

Robbins, S. P. (2001). Organizational Behavior. Upper Saddle River: Prentice-Hall.

Learning and Teaching Methods

Two of the main objectives of the UC relate to the student's understanding of the behavior of individuals, groups and organizations and with the explanation of processes and interpersonal dynamics in organizations. In this sense, will address the perspectives on the behavior in organizational context, will be identified the foundations of behavior of individuals in an organizational context and situational factors, such as, job satisfaction, motivation, organizational commitment.

The use of real cases, examples or case studies will help the student to consolidate their knowledge and develop their critical capacity with respect to various topics. With a more practical approach of the contents shall be sought to meet with the other objectives of the UC: to develop the ability of critical thinking regarding behavioral problems in organizational context.

Assessment Methods

CONTINUOUS EVALUATION:

1. test: 70% (minimum grade 8 values). The test will be worth 18 of 20 values. The remaining 2 values will be attributed to good written use of the Portuguese language, with regard to respecting spelling, syntactic and good punctuation rules, as well as the structuring and cohesion of the text. The grade may vary from 0.5 to 2 values (maximum grade).

2. Group/individual work (across classes): 30% (minimum grade 8). Mandatory for ordinary students (without student worker status or other statuses)

For students with student worker status (or other statuses), for students with delayed UC, who have overlapping schedules and difficulty in attending classes, the assessment defined in point 2 can, if they so wish and communicate it to the teacher, be replaced by a written work on one of the program themes. The 30% weighting remain.

EXAM SEASON AND SPECIAL SEASON:

Exam: 100%