

## ORGANIZATIONAL BEHAVIOR

Course code	MNG107
Compulsory in the programmes	<i>International Business and Communication</i>
Level of studies	<i>Bachelor</i>
Number of credits and	6 ECTS (46 contact hours + 2 consultation hours, 4 hours of examination, 104 individual work hours)
Course coordinator (title and name)	<i>Rūta Lapinskiénė, Ieva Jaugelavičė</i>
Prerequisites	<i>None</i>
Language of instruction	<i>English</i>

## THE AIM OF THE COURSE:

During this course, students will address the key themes of the subject material as well as ethical dilemmas in organizations via theoretical study discussions in seminars. The organizational behavior module will be analyzed and discussed on three levels: individual, group, and organization. At individual level, the elements of personality, social perception, learning, motivation and attitudes, theories, and their application possibilities (when managing our own and other people's working behavior) will be analyzed. At group and organizational levels, we will discuss the processes occurring in workgroups that influence the relationships of group members and their work results, personal and organizational means of improving group performance. One of the parts will also be dedicated to showing relations between organizational behavior and human resource management practices.

## MAPPING OF COURSE LEVEL LEARNING OUTCOMES (OBJECTIVES) WITH DEGREE LEVEL LEARNING OBJECTIVES (See Annex), ASSESSMENT AND TEACHING METHODS

Course level learning outcomes (objectives)	Degree level learning objectives (Number of LO)	Assessment methods	Teaching methods
CLO1. Knowledge and its application. At the end of the course the students will be able to describe the main organizational behavior theories and apply them to the practical issues	BLO1.1.	Midterm, group project, examination	Lectures, seminars
CLO2. Analysis. At the end of the course the students will be able to analyze a company as an integral unit, which strives for certain goals in a market and social environment.	BLO1.2.	Midterm, group project, examination.	Lectures, seminars, guest lectures
CLO3. Research skills. At the end of the course the students will be able to conduct the analysis of a company's internal and external situation by employing data analysis frameworks: SWOT, PESTEL, etc.	BLO1.2. BLO3.1.	Midterm, group project, examination.	Lectures, seminars, company visits, independent studies
CLO4. Special abilities. At the end of the course the students will be able to apply a systematic, critical and constructive thinking in problem identification and solving.	BLO1.2.	Midterm, group project, examination.	Seminars, discussions, independent studies
CLO5. Social abilities. At the end of the course the students will be able to communicate and work effectively in an intercultural and interdisciplinary group.	BLO2.1. BLO4.1.	Group project.	Seminars, discussions, group project work.

	BLO4.2.		
CLO6. Personal abilities. At the end of the course the students will be able to demonstrate independent learning skills necessary to continue studies on a higher level.	BLO1.1. BLO1.2. BLO4.3.	Midterm, group project, examination.	Seminars, group project work, independent studies.

### ACADEMIC HONESTY AND INTEGRITY

The ISM University of Management and Economics Code of Ethics, including cheating and plagiarism are fully applicable and will be strictly enforced in the course. Academic dishonesty, and cheating can and will lead to a report to the ISM Committee of Ethics. With regard to remote learning, ISM remind students that they are expected to adhere and maintain the same academic honesty and integrity that they would in a classroom setting.

### COURSE OUTLINE

Topic	In-class hours	Readings
1. Introduction to Organizational Behavior and HRM	4	Ch. 1, Ch. 3 (2)
2. Organizational Culture	4	Ch. 14, Ch. 15
3. Organizational Structure and Design		
4. Communication in organizations	4	Ch. 9, Ch. 10
5. Decision making in Organizations		
6. Individual Differences: Personality and Abilities	4	Ch. 3
7. Emotions and Stress on the Job	4	Ch. 4, Ch. 5
8. Work-related Attitudes		
9. Motivation in organizations	4	Ch. 6
Midterm Exam	2	
Company visits	4	
10. Career dynamics		
11. Perception and Learning: Understanding and Adapting to the Work Environment	4	Ch. 7, Ch. 2
12. Group processes and work teams		
13. Interpersonal behaviour: working with and against others	4	Ch. 8, Ch. 11
14. Influence, Power, and Politics in Organizations		
15. Leadership in Organizations	4	Ch. 12, Ch. 13
17. Managing Organizational Change	4	Ch. 16
Project presentations event	2	

	<b>Total: 48 hours</b>	
CONSULTATIONS	2	
FINAL EXAM	2	

**FINAL GRADE COMPOSITION**

Type of assignment	%
<i>Group Components 30%</i>	
Project work	30
<i>Individual Components 70%</i>	
Midterm exam	35
Final exam	35
<b>Total:</b>	<b>100</b>

**DESCRIPTION AND GRADING CRITERIA OF EACH ASSIGNMENT***(Provide short descriptions and grading criteria of each assignment)*

- Project work.** This component is a group assignment worth 30% of the final grade. Students will work in groups throughout the semester to produce their final work. All the requirements and other relevant details regarding the project work will be provided separately.
- Midterm Exam** will cover the material of topics 1 - 8, it represents 35 % of the final grade. It consists of multiple-choice questions, based on the required readings. It covers all theoretical issues presented in the syllabus and discussed in the classroom.
- Exam.** The final examination represents 35% of the final grade and will cover the material of topics 9 - 17. It consists of multiple-choice questions, based on the required readings. It covers all theoretical issues presented in the syllabus and discussed in the classroom.

**RETAKE POLICY**

**Re-take of the Exam.** Students who receive a failing final grade shall have the right to re-take the exam during the re-sit week, which will comprise 70% of the final grade. The project work cannot be retaken.

**REQUIRED READINGS**

- Greenberg, J. and Baron, R.A. (2008). Behavior in Organizations. Prentice Hall International.
- Dessler, G. (2008). Human Resource Management, 11th ed, Prentice Hall.

**ADDITIONAL READINGS**

- Burton, R. M., Obel, B., Hakonsson, D.D. (2015) Organizational Design. A step-by-step approach. Cambridge University Press
- Buchanan, D. A., Huczynski, A., J. (2010) Organizational Behaviour. Pearson Education 3. Gerard H. Seijts (2006). Cases in Organizational Behavior: SAGE Publications

## ANNEX

## DEGREE LEVEL LEARNING OBJECTIVES

**Learning objectives for the Bachelor of Business Management***Programmes:**International Business and Communication,**Business Management and Marketing,**Finance,**Industrial Technology Management,**Entrepreneurship and Innovation*

Learning Goals	Learning Objectives
Students will be critical thinkers	BLO1.1. Students will be able to understand core concepts and methods in the business disciplines
	BLO1.2. Students will be able to conduct a contextual analysis to identify a problem associated with their discipline, to generate managerial options and propose viable solutions
Students will be socially responsible in their related discipline	BLO2.1. Students will be knowledgeable about ethics and social responsibility
Students will be technology agile	BLO3.1. Students will demonstrate proficiency in common business software packages BLO3.2. Students will be able to make decisions using appropriate IT tools
Students will be effective communicators	BLO4.1. Students will be able to communicate reasonably in different settings according to target audience tasks and situations
	BLO4.2. Students will be able to convey their ideas effectively through an oral presentation
	BLO4.3. Students will be able to convey their ideas effectively in a written paper

**Learning objectives for the Bachelor of Social Science***Programmes:**Economics and Data Analytics,**Economics and Politics*

Learning Goals	Learning Objectives
Students will be critical thinkers	ELO1.1. Students will be able to understand core concepts and methods in the key economics disciplines
	ELO1.2. Students will be able to identify underlying assumptions and logical consistency of causal statements
Students will have skills to employ economic thought for the common good	ELO2.1. Students will have a keen sense of ethical criteria for practical problem-solving
Students will be technology agile	ELO3.1. Students will demonstrate proficiency in common business software packages ELO3.2. Students will be able to make decisions using appropriate IT tools
Students will be effective communicators	ELO4.1. Students will be able to communicate reasonably in different settings according to target audience tasks and situations ELO4.2. Students will be able to convey their ideas effectively through an oral presentation ELO4.3. Students will be able to convey their ideas effectively in a written paper