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| **OCourse title** | Organizational Behavior | | | | | |
| **Course code** | PSY309 | | | | | |
| **Course type** | Elective | | | | | |
| **Level** | Undergraduate | | | | | |
| **Year / Semester** | Year 3 | | | | | |
| **Teacher’s name** | Vias Nicolaides | | | | | |
| **ECTS** | 7.5 | **Lectures / week** | 1 | **Laboratories / week** | | 0 |
| **Course purpose and objectives** | The purpose of this course within a BSc in Psychology program is to provide students with a comprehensive understanding of how individuals, groups, and structures within an organization interact and influence each other. This course aims to explore the psychological, sociological, and managerial aspects of human behavior in the workplace. By studying organizational behavior, students will gain insights into the dynamics that shape work environments, employee attitudes, communication patterns, decision-making processes, and overall organizational effectiveness. The course equips students with valuable knowledge and skills to analyze, interpret, and contribute to the enhancement of individual and collective performance within various organizational settings. | | | | | |
| **Learning outcomes** | The following learning outcomes are expected, where students will:   1. Define and explain key concepts and theories related to organizational behavior, such as motivation, leadership, and communication models. 2. Understand psychological factors influencing individual behavior in the workplace, including perception, attitudes, and personality traits. 3. Analyze group behavior dynamics, including team formation, roles, and conflict resolution strategies. 4. Apply motivation theories to analyze and interpret employee behavior and performance within different organizational settings. 5. Develop strategies for promoting diversity and inclusion within the workplace. | | | | | |
| **Prerequisites** | PSY309 | | **Required** | | No | |
| **Course content** | By studying organizational behavior, students will gain insights into the dynamics that shape work environments, employee attitudes, communication patterns, decision-making processes, and overall organizational effectiveness. The course equips students with valuable knowledge and skills to analyze, interpret, and contribute to the enhancement of individual and collective performance within various organizational settings.  Week 1: Introduction to Organizational Behavior  Week 2: Individual Behavior and Motivation  Week 3: Attitudes and Workplace Emotions  Week 4: Leadership and Management  Week 5: Communication in Organizations  Week 6: Group Dynamics and Teamwork  Week 7: Organizational Culture and Diversity  Week 8: Organizational Change and Development  Week 9: Ethical Considerations in Organizations  Week 10: Motivation and Performance  Week 11: Stress and Well-being in the Workplace  Week 12: Organizational Communication and Information Flow  Week 13: Decision Making and Problem Solving  Week 14: Future of Work and Technology Impact  Week 15: Application of Organizational Behavior Concepts | | | | | |
| **Teaching methodology** | Lecture | | | | | |
| **Bibliography** | Robbins, S. P., Judge, T. A., & Campbell, T. T. (2021). Organizational Behavior (18th ed.).  McShane, S. L., & Von Glinow, M. A. (2020). Organizational Behavior (8th ed.).  Greenberg, J., & Baron, R. A. (2020). Behavior in Organizations: Understanding and Managing the Human Side of Work (11th ed.). | | | | | |
| **Assessment** | 1. Midterm & Final Exam (30% & 30%): Mid-term and final exams will be conducted covering the entire course. Both exams will include multiple-choice, short-answer, and essay questions. 2. Group assignment and presentation (20%): Assign group projects that simulate real-world organizational challenges. Examples include creating a diversity and inclusion strategy, analyzing communication patterns, or proposing a change management plan. 3. Individual assignments (10%): Assign individual or group case studies for analysis. Require students to identify key issues, apply relevant theories, propose solutions, and justify their recommendations. 4. Presence & Participation (10%): Students should be present and actively participate in in-class discussions. | | | | | |
| **Language** | English | | | | | |