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| **Course title** | Organizational Management Consulting | | | | | |
| **Course code** | PSY310 | | | | | |
| **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 is to provide students with a comprehensive understanding of how psychological principles and techniques can be applied to solve various organizational challenges. This course aims to equip students with the knowledge and skills necessary to become effective organizational management consultants who can assist businesses and institutions in improving their overall functioning, employee well-being, and performance. | | | | | |
| **Learning outcomes** | The following learning outcomes are expected, where students will:   1. Apply psychological theories to analyze and explain various organizational phenomena, such as leadership styles and group dynamics. 2. Develop effective consulting strategies, interventions, and action plans based on psychological principles. 3. Collect, interpret, and analyze organizational data using appropriate methods to inform consulting recommendations. 4. Communicate findings, insights, and recommendations clearly and persuasively to different stakeholders within the organization. 5. Demonstrate awareness of ethical issues in organizational consulting, adhering to professional standards of confidentiality, integrity, and cultural sensitivity. | | | | | |
| **Prerequisites** | PSY309 | | **Required** | | No | |
| **Course content** | This course aims to equip students with the knowledge and skills necessary to become effective organizational management consultants who can assist businesses and institutions in improving their overall functioning, employee well-being, and performance.  Week 1: Introduction to Organizational Consulting  Week 2: Organizational Behavior and Psychology  Week 3: Organizational Culture and Diversity  Week 4: Leadership and Team Dynamics  Week 5: Communication and Change Management  Week 6: Employee Well-Being and Performance  Week 7: Data Collection and Analysis in Consulting  Week 8: Organizational Diagnosis and Needs Assessment  Week 9: Consulting Skills and Project Management  Week 10: Presentation and Communication in Consulting  Week 11: Case Studies in Organizational Consulting  Week 12: Future Trends in Organizational Consulting  Week 13: Capstone Consulting Project | | | | | |
| **Teaching methodology** | Lecture | | | | | |
| **Bibliography** | Robbins, S. P., Coulter, M., & DeCenzo, D. A. (2020). Fundamentals of Management. Pearson.  Cummings, T. G., & Worley, C. G. (2018). Organization Development and Change. Organization Development and Change. | | | | | |
| **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%): Students work in groups to analyze a real or hypothetical organizational challenge, conduct data collection, propose interventions, and present their findings and recommendations. 3. Individual assignments (10%): Written analyses of case studies or real-world organizational challenges, applying psychological principles and proposing consulting solutions. 4. Presence & Participation (10%): Students should be present and actively participate in in-class discussions. | | | | | |
| **Language** | English | | | | | |