



## COURSE UNIT (MODULE) DESCRIPTION

Course unit (module) title	Code
<b>Organizational Behavior</b>	

Academic staff	Core academic unit(s)
<b>Coordinating:</b> Lecturer Dovilė Bajoraitė-Dijokienė	Faculty of Economics and Business Administration

Study cycle	Type of the course unit
First	Compulsory and optional

Mode of delivery	Semester or period when it is delivered	Language of instruction
Live	Spring	English

Requisites	
<b>Prerequisites:</b> Management, English B2	<b>Co-requisites (if relevant):</b>

Number of ECTS credits allocated	Student's workload (total)	Contact hours	Individual work
5	130	48	82

Purpose of the course unit		
Provide theoretical and practical organizational behavior (OB) knowledge that enables to understand, analyze, and evaluate behavior in organizational settings by systematically studying individual, group, and organizational processes.		
Learning outcomes of the course unit	Teaching and learning methods	Assessment methods
Will know and understand theories and concepts of OB as well as principles of the contemporary OB knowledge.	Lectures, seminars, case studies.	Individual assignment, Group project & presentation, exam.
Will be able to apply OB concepts in practice – making observations, gaining insights, analyzing data, reflecting, making meaningful conclusions and developing evidence-based proposals.	Lectures, seminars, presentations, case studies.	Individual assignment, Group project & presentation, exam.
Will be able to interact both in interpersonal and intercultural context and will be guided by ethical and socially responsible business values.	Lectures, seminars, presentations, case studies	Group project & presentation
Will develop a scientific way of thinking about phenomenon and the relationship between multiple phenomena.	Lectures, seminars, reports, case studies	Individual assignment, Group project & presentation, exam
Will have the opportunity to develop self-reflection skills and get to know themselves better in a professional environment.	Data collection, analysis and reflection	Individual assignment

Content	Contact hours	Individual work: time and assignments
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	Lectures	Tutorials	Seminars	Workshops	Laboratory work	Internship	Contact hours, total	Individual work	Tasks for individual work
1. Introduction to the Field of Organizational Behavior and key concepts: <ul style="list-style-type: none"> <li>- Job Attitudes</li> <li>- Job Satisfaction</li> <li>- Job Performance</li> </ul>	4		4				4	6	Independent study of the scientific literature, case studies, discussions.
2. Individual Behavior and Processes: <ul style="list-style-type: none"> <li>- Personality and values.</li> <li>- Perceiving ourselves and others in organizations.</li> <li>- Workplace emotions, moods and stress.</li> <li>- Employee motivation.</li> <li>- Decision making and creativity.</li> </ul>	10		6				16	25	Independent study of the scientific literature, discussions, case studies.
3. Team Processes: <ul style="list-style-type: none"> <li>- Team dynamics.</li> <li>- Communicating in teams and organizations</li> <li>- Leadership</li> <li>- Power and influence in workplace.</li> <li>- Conflict and negotiation in the workplace.</li> </ul>	10		2				16	25	Independent study of the scientific literature, discussions, case studies and presentations.
4. Organizational Processes: <ul style="list-style-type: none"> <li>- Designing organizational structure.</li> <li>- Organizational culture.</li> <li>- Organizational change.</li> </ul>	6		2				8	12	Independent study of the scientific literature, discussions, case studies and presentations.
5. Socially responsible workplace: <ul style="list-style-type: none"> <li>- Diversity, Trust, Justice and Ethics</li> </ul>	2		2				4	4	Independent study of the scientific literature, discussions, case studies and presentations.
6. Preparation for the exam.								10	Independent study of the scientific literature.
<b>Total</b>	<b>32</b>		<b>16</b>				<b>48</b>	<b>82</b>	

Assessment strategy	Weight %	Deadline	Assessment criteria
Exam	40	During the exam session	The exam consists of 30-40 questions from the material covered, exam grade scored on a 40-point system (each question being evaluated by 1 or 2 points)

Individual Assignment	30	During the semester	<p>Each student will be responsible for completing an essay of at least 1000 words (2 pages). More details will be provided in class (1st-2nd meeting) and in VMA. The purpose of this assignment is to practice applying the course concepts to the student's life and career, as well as to increase self-reflection skills</p> <p>Individual assignment's grading (30 points in total) will be broken down into three parts with following evaluation criteria:</p> <ol style="list-style-type: none"> <li>1. Comprehensive structure, necessary number of words, fluency and clarity of thought (10 points).</li> <li>2. Comprehensive analysis of the results as well as ability to generalize and abstract (10 points).</li> <li>3. Self-reflection skills represented (10 points).</li> </ol>
Group project & presentation	30	During the semester	<p>Each group will be responsible for completing a 15-min in-class presentation on the assigned topic. The goal of the project is to learn applying OB concepts in practice – making observations, analyzing data, reflecting, and gaining insights.</p> <p>Individuals' group project performance will be evaluated based on group performance and peer evaluation. Details on the project will be provided in class (1st-2nd meeting).</p> <p>Group project grading (30 points in total) will be broken down into three parts with the following evaluation criteria:</p> <ol style="list-style-type: none"> <li>1. Group presentation content, presentation style, time management (10 points).</li> <li>2. Comprehensive presentation, fluency, clarity of presentation (10 points).</li> <li>3. Peer evaluation (10 points).</li> </ol> <p><b>NB: All group members will receive the same grade.</b></p>
Bonus tasks such as participation in lab studies and others (will be detailed in class)		During the semester	<p>Possibility to get bonus points (added to the final grade or to the exam grade) for extra tasks completion.</p> <p>Three bonus tasks available during this course:</p> <ol style="list-style-type: none"> <li>1. Participation in lab studies;</li> <li>2. Crossword task completion with cues from half of lectures;</li> <li>3. Participation in the discussion during guest lectures.</li> </ol> <p>The aim of the bonus tasks is to foster students' curiosity, engagement as well as to learn more about human behavior and research.</p>
<p><b>NB: final grade (overall participation in the course assessment) will be converted from a hundred-point to a ten-point system, each point meaning:</b></p> <p>10 excellent proficiency  9 very good proficiency  8 good proficiency  7 good enough  6 satisfactory  5 satisfactory enough  &lt;5 (1-4) unsatisfactory or poor performance (a <b>negative mark means that the student has failed the course</b>)</p> <p><b>NB: if minimum course requirements are not fulfilled (e.g. individual assignment, group project are not presented on time and more than 2 <u>seminars</u> are missed), final grade is not available – student has to retake the course. External assessment strategy is not provided.</b></p>			

Author (-s)	Publishing year	Title	Issue of a periodical or volume of a publication	Publishing house or web link
<b>Required reading</b>				
Judge, T.; Robbins, S. P.	2022	Organizational Behavior	15 <sup>th</sup> ed.	Pearson
McShane, S. L.; Von Glinow, M. A.	2021	Organizational Behavior	5 <sup>th</sup> ed.	McGraw-Hill Higher Education
<b>Recommended reading</b>				
Rothmann, S., & Cooper, C. L.	2022	Work and Organizational Psychology		Routledge