Course Unit Title:	Organizational Behaviour
Course Unit Code:	MGT205
Type of Course Unit: (Compulsory/Optional)	Compulsory
Level of Course Unit: (first, second or third cycle)	Bachelor (1st Cycle)
Year of Study:	2
Semester when the unit is delivered:	4
Number of ECTS credits allocated:	5
Name of lecturer(s):	TBA

Learning Outcomes of the course unit:
Upon successful completion of this course students should be able to:
- Define the employees' individual differences at the workplace.
- Explain how individual and group behaviour in an organizational setting is influenced by culture, perceptions and emotions and how this   affects performance. This will be illustrated through examples and mini case studies
- Apply motivational theories to real case scenarios
- Become effective in managing groups and developing team relationships by organising group projects.
- Explain of the importance of the behaviour of people in organizational relations, through discussions and role playing

Mode of Delivery:	Distance Learning
Prerequisites and co-requisites:	MGT101
Recommended optional program components:	None

Course Contents:

Objective:
To familiarize students with the complexity of the issues surrounding today's organizations in their internal environment. To examine the contribution of behavioural science to the management process from a theoretical and functional perspective and understand the behaviour of people in business enterprises and organizational relations

Description:
Organizational Behaviour: A Modern Perspective and Organizational Behaviour Approach; the Human Relations Movement; the Hawthorn Studies; Understanding Human Behaviour; a Specific Model for Organizational Behaviour;

A Behavioral Science and Research Perspective; Background of the Behavioral Sciences; Anthropology; Sociology; Psychology; Social Psychology; Research Methodology; Designs Used to Answer Questions and Test theories; Reliability and Validity of Measures;

A Managerial Perspective: the Early Practice of Management; Classical Management Principles, the Quantitative Approach; the Systems Approach; the Contingency Approach;

Personality: Development and Characteristics: The Meaning of Personality; the Development of Personality; Major Determinants of Personality; theories of personality;
Stress: Causes and Coping Strategies: the Meaning of Stress; the Background on Stress; the Causes of Stress; the Effects of Job Stress; Coping Strategies for Stress;

Perception; Processes and Principles: the Nature and Importance of Perception; Sensation Versus Perception; Perceptual Selectivity; Perceptual Organization; Social Perception;

Motivation: Needs and Processes: the Meaning of Motivation; Primary Motives; General Motives; Secondary Motives; Work-Motivation Approaches; the Content Theories of Work Motivation; the Process Theories of Work Motivation;

Motivation Applied: Job Design, Appraisal, and Goal Setting: Job Design; Performance Appraisal; Goal Setting;

Learning Concepts and Principles: Types and Theories of Learning; Reinforcement; The Key to Learning; Techniques of Administering Reinforcement; The Effects of Punishment;

Organizational Behaviour Modification: the Steps of Organizational Behaviour;
Experience With the Application of Modification; Behavioral Self-management; O.B. mod. in Perspective.

Interpersonal and Group Behaviour, Dynamics and Influence: Groups: Formal and Informal: the Nature of Groups; Committee Organization; the Dynamics of Informal Groups; Interactive Behaviour and Conflict: Introindividual Conflict; Interpersonal Conflict;

Communication: an Interpersonal Process; Historical Background of the Role of Communication; the Definition of Communication; Organizational and Interpersonal Communication; Superior-Subordinate Communication; Subordinate-Initiated Communication; Interactive Communication in Organizations;

Power and Politics: the Meaning and Relationship of Power and Politics; Sources and Types of Power; Political Implications of Power; Specific Political Strategies for Power Acquisition;

Leadership processes and Styles: The Background of, and Classic Studies on, Leadership; Theories of Leadership; New Theoretical Frameworks for Leadership; Leadership Styles;

Organizations: Structure, Processes, and Applications: Classical Organization Structures: the Bureaucratic Model; Bureaucratic Dysfunctions; The classic Research on Bureaucracies; the Fate of Bureaucracy; Modifications of Bureaucratic Structuring of Organizations;

Modern Organization Structures: Keeping Organizations Fluid by MBWA; the Roots of Modern Organization Theory; Systems Theory of Organization; Information Processing View of Organizations; Contingency Organization Theory; Modern Organization Designs;

Decision Making and Control: the Nature of Decision Making; Behavioral Implications of Decision Making; Quantitative Techniques of Decision Making; Behavioral Oriented Decision-Making Techniques; the Control Process; Behavioral Implications of Control; Behavioral Techniques of Control;

Organization Development Applications: The Impact of Change; Characteristics of Organization Development; Traditional Approaches to OD, Other, Modern OD Techniques; OD in Perspective; New OD Techniques for the Future;

Recent developments and contemporary issues pertaining to the subject-matter of the course.

Recommended or Required Reading:	Luthans, F. : ORGANIZATIONAL BEHAVIOR, McGraw Hill, Latest Edition Robbins S.P. : ORGANISATIONAL BEHAVIOR , Prentice Hall, Latest Edition Davis/Newstrom : HUMAN BEHAVIOR AT WORK ORGANIZATIONAL BEHAVIOR, McGraw Hill, Latest Edition Bobbitt et al : ORGANIZATIONAL BEHAVIOR : UNDERSTANDING AND PREDICTION, Prentice Hall John M. Ivancevich, Robert Konopaske and Michael T. Matteson : ORGANIZATIONAL BEHAVIOR AND MANAGEMENT, Latest Edition, McGraw Hill/Irwin, Boston, Mass Luthans F.: Organizational Behavior by McGraw Hill **Recommended Journals:** International Journal of Organisational Behaviour Journal of Organisational Behaviour – Wiley InterScience Organisational Behaviour and Human Decision Processes - Esevier
Planned learning activities and teaching methods:	Virtual Lectures, Workshops, Group work, Assignments and Exams
Assessment methods and criteria:	Examinations 50% Ongoing evaluation 50%
Language of Instruction:	English
Work Placement(s):	No
Place of Teaching:	Blackboard Virtual Learning Platform