



PERSONA CIENCIA EMPRESA
Universitat Ramon Llull

ORGANISATIONAL BEHAVIOUR

Credits: 6 ECTS credits

Year: SECOND YEAR

*** OBJECTIVES**

This course aims to enable students to understand the principles behind the behaviour of people in organisations and to assimilate the key concepts to apply this knowledge to increase the effectivity of students in this area. The syllabus includes the study of the main areas related to this concept and a detailed analysis of the concepts that define them.

The content of this subject should equip students to:

- Recognise the **main elements and generic characteristics** of people's behaviour.
- Identify the **essential processes** related to organisational behaviour, and know and apply the **tools and procedures** used in these processes.
- Know and understand **the underlying principles** behind the behaviour of people in organisations and identify the **priority objectives** of the subjects in a work environment.

There are three specific generic competences that students are expected to acquire in this subject: teamwork, oral and written communication, and leadership.

These three competences should be visible in the following contexts:

- **Oral and written communication:** Students should be able to give good oral and written presentations on topics related to organisational behaviour.
- **Teamwork:** Students should be able to collaborate, cooperate and work with their colleagues on the simulations, practical assignments, and exercises included in this course.
- **Leadership:** Students should be able to recognise and apply leadership behaviour in the practical exercises included in this course.

* **PROGRAMME:**

1. What is organisational behaviour?
2. Principles behind individual behaviour
3. Perception of problems and their solutions
4. Introduction to teamwork
5. Understanding work teams
6. Communication
7. Leadership

* **TRAINING ACTIVITIES:**

The training activities for this subject are as follows:

TRAINING ACTIVITIES	Proportion
A. Lectures presenting concepts and procedures	15%
B. Practical sessions (exercises, case resolution)	15%
C. Assignments	20%
D. Seminars or tutorials	10%
E. Personal study activities	10%
F. Assessment sessions	30%

*** ASSESSMENT SYSTEMS:**

Assessment system	Percentage
1. Continuous-assessment tests ⁽¹⁾	40 %
2. Classroom activities (exercises, discussion of practical cases, etc.)	15 %
3. Assignments and presentations.	15 %
4. Projects	0 %
5. Final assessment or exam	30 %

Notes:

(1) There will be continuous-assessment tests to evaluate students' understanding of the specific concepts of the subjects and to evaluate their acquisition of the generic competences.

Attendance is considered necessary to pass the course.

Assessment of competences:

The procedures used aim to assess both the specific competences for the subject and the generic competences associated with the subject. The generic competences are:

- Teamwork
- Leadership
- Oral and written communication

The following procedures are used to assess those competences:

1. Continuous-assessment tests: Continuous assessment is very important in this module. Through the continuous-assessment tests, students must demonstrate that they have achieved the learning objectives for the subject and developed the stated generic competences.
2. Classroom activities: Through exercises and discussions of cases, students will be assessed mainly on their capacity to understand the differences between groups and teams and the dynamics that are active in each phase. Debates will be used to assess students' leadership and communication skills.
3. Work outside the classroom: Through their work outside the classroom students must demonstrate that they have learned the theoretical aspects of the subject and are able to profit from that knowledge.
4. Projects are not part of this subject.
5. Final test to ensure that students have learned the basic, most important concepts related to organisational behaviour.

* **BIBLIOGRAPHY:**

* **BASIC BIBLIOGRAPHY:**

- S. P. Robbins. "**Comportamiento Organizacional**". Ed. Prentice Hall (1999)

* **ADDITIONAL BIBLIOGRAPHY:**

- DUBRIN, Andrew. "**Fundamentos de comportamiento organizacional**". International Thomson Editores (2003)
- KINICKI, Angelo and KREITNER, Robert. "**Comportamiento organizacional. Conceptos, problemas y prácticas**". Mc Graw Hill Interamericana Editores (2003)