

Course unit Descriptor	Faculty of Economics Subotica	 UNIVERZITET U NOVOM SADU UNIVERSITY OF NOVI SAD
		

GENERAL INFORMATION	
Study program in which the course unit is offered	Economics
Course unit title	Organisational Behavior
Course unit code	OE-343
Type of course unit ¹	Compulsory
Level of course unit ²	First
Semester when the course unit is offered	6th
Year of study (if applicable)	third
Number of ECTS allocated	6
Name of lecturer/lecturers	Full professor Agneš Slavić, Assistant Professor Nemanja Berber
Mode of course unit delivery ³	Face-to-face
Course unit pre-requisites (if any)	None
PURPOSE AND OVERVIEW (max 5-10 sentences)	
<p>Organizational Behavior is a practical behavioral discipline. Its content incorporates phenomena which affect the behavior of individuals, groups and the structure of organization with the aim to improve the effectiveness of the organizations. The structure of this subject follows the model of Organizational Behavior, analyzing the human behavior at three levels; individual, group and organizational. At individual level its studies themes like: perception, personality, motivation, learning, values and attitudes. At group level it investigates the teamwork, group dynamics, communication, conflicts, leadership. At the organizational level the focus is on the organizational culture, job-related stress and organizational changes. The purpose of the subject is to offer students the most important psychological knowledge for understanding, predicting and controlling the employees' behavior at work.</p>	
LEARNING OUTCOMES (knowledge and skills)	
<p>The acquired knowledge and interpersonal skills may help students to be more effective and successful employees, managers or entrepreneurs and to co-work with their colleagues successfully. Upon successful completion of this course, the student will have demonstrated the ability:</p>	

¹ Compulsory, optional

² First, second or third cycle (Bachelor, Master's, Doctoral)

³ Face-to-face, distance learning, etc.

- to understand the main causes of individuals' certain behavior in organizations,
- to explain group dynamics and demonstrate skills required for working in groups (team building),
- to identify the processes used in developing communication, decision making and resolving conflicts,
- to identify the various leadership styles and the role of leaders in organizations,
- to explain national and organizational culture and describe its dimensions,
- to understand the main causes, consequences and management of workplace stress,
- to discuss the implementation of organizational change.

SYLLABUS (outline and summary of topics)

Theory

Theoretical lectures focus on the following themes: Perception, Motivation, Values, Attitudes, Emotions, Group Dynamics, Communications, Conflict Management, Leadership, Organizational culture, Stress management, Organizational Change.

Practice

The practice includes discussions, case studies, role plays and teamwork assignments focusing on the following: Perception and its influence on decision making, Motivation techniques, Work related values, Work related attitudes (job satisfaction, engagement), How to form a group, Roles in a teamwork, Verbal and non-verbal communication, Techniques of conflict management, Leadership styles, Elements of organizational culture, Individual and organizational techniques of stress management, Process of organizational change.

LEARNING AND TEACHING (planned learning activities and teaching methods)

Interactive lectures, discussions, case studies, role plays, teamwork assignments

REQUIRED READING

1. Buchanan D.A., Huczynski A.A. (2017): *Organizational Behaviour*. Harlow: Pearson.
2. Kinicki, A., & Fugate, M. (2016). *Organizational Behavior – A Practical, Problem-Solving Approach*. New York: McGraw Hill.
3. Robbins, S. P., Judge, T. A. & Breward, K. E. (2018). *Essentials of Organizational Behavior*. Don Mills: Pearson.
4. Luthans, F. (2011). *Organisational Behavior – An Evidence-based Approach*. New York: McGraw-Hill Irwin.
5. Whetten D.A., Cameron K.S. (2016): *Developing Management Skills*. Boston: Pearson
6. De Janasz S.C, Dowd K.O., Schneider B. Z. (2012): *Interpersonal Skills in Organizations*. New York: McGraw-Hill.

ASSESSMENT METHODS AND CRITERIA

Preliminary exams, practical work, active class participation, final oral exam

Pre-exam obligations	points	Final exam	points
Active class participation	5	Oral exam	30
Practical work	10		
Preliminary exam(s)	55		

LANGUAGE OF INSTRUCTION

Serbian, English or Hungarian