



COURSE UNIT (MODULE) DESCRIPTION

Course unit (module) title	Code
Organizational Behavior	

Lecturer(s)	Department(s) where the course unit (module) is delivered
Coordinator: Assist. Dr. Marija Miselytė-Žilinskė Other(s):	Faculty of Economics and Business Administration Saulėtekio ave. 9, II building, LT 10222 Vilnius

Study cycle	Type of the course unit (module)
First	Elective

Mode of delivery	Period when the course unit (module) is delivered	Language(s) of instruction
Face-to-face / on-line	Spring semester	English

Requirements for students	
Prerequisites:	Additional requirements (if any):

Course (module) volume in credits	Total student's workload	Contact hours	Self-study hours
5	130	48	82

Purpose of the course unit (module): programme competences to be developed
This course aims to develop understanding about basic organizational behavior concepts that enables to analyze, and evaluate behavior in organizational settings by systematically studying individual, group, and organizational processes. The subject also develops students' ability to plan and organize their learning and work in order to adapt to changing professional conditions, to work in a multicultural environment and to know the principles of teamwork.

Learning outcomes of the course unit (module)	Teaching and learning methods	Assessment methods
Students will understand main theories and concepts of organizational behavior at the individual, group and organization levels as well as principles of applying it into practice.	Lectures, seminars, discussions, role play, case studies, Information search, literature analysis, essays writing and presentation.	Group activities, individual assignment, written exam.
Students will understand the principles of teamwork and will be able to apply them in solving tasks in an international team.	Lectures, seminars, discussions, role play, case studies, Information search, literature analysis, essays writing and presentation.	Group activities, individual assignment, written exam.
Students will be able to plan and organize their learning and work.	Lectures, seminars, discussions, role play, case studies, Information search, literature analysis, essays writing and presentation.	Group activities, individual assignment, written exam.
Students will be able to anticipate and adapt to changing organizational context conditions.	Lectures, seminars, discussions, role play, case studies, Information search, literature analysis, essays writing and presentation.	Group activities, individual assignment, written exam.
Students will be able to generate ideas and creatively solve problems related to organizational behavior.	Lectures, seminars, discussions, role play, case studies, Information search, literature analysis, essays writing and presentation.	Group activities, individual assignment, written exam.

Content: breakdown of the topics	Contact hours							Self-study work: time and assignments		
	Lectures	Tutorials	Seminars	Exercises	Laboratory work	Internship/work placement	E-learning	Contact hours	Self-study hours	Assignments
1. Introduction to the field of organizational behavior: definition, theory, research and practice.	4							4	6	Independent study of the scientific literature, discussions.
2. The Individual: - Individual differences at work: personality traits, intelligence, diversity and their role in understanding individual behavior; - Cognitive processes and learning: foundations of perception, attention, memory and learning. - Motivation, job design and extrinsic rewards: overview of motivation theories, job redesign, pay and motivation. - Attitudes, values and emotions at work: the experience of emotions at work, personal and organizational values, job satisfaction, work engagement and organizational commitment. - Stress and employee well-being: theories of stress, burnout, balance of work and nonwork activities, role conflicts, work-home conflict. - Positive and negative behavior at work. Analysis and modification of work behavior.	10		6					16	30	Independent study of the scientific literature, discussions, case studies, simulation games, reports and their presentations.
3. The Team: - Groups and teams at work: relations between groups and individuals at work, principles of teamwork, team effectiveness, group thinking. - Decision making and creativity: individual vs. group decisions, decision-making models, decision biases and errors, the importance of creativity and innovation, characteristics of the creative person. - Management and leadership: factors of leadership in leadership theories, formal and informal leader roles, leader influence. - Communication: internal organizational communication, conflicts and their management. - Influence, power and politics: the use of social control for influence, power dynamics in work organizations, employee perceptions of organizational politics.	10		6					16	28	Independent study of the scientific literature, discussions, case studies, simulation games, reports and their presentations.
4. The Organization: Organizational structure and design: types and forms of organization, designing structure. • Organizational development: development stages, techniques, managing and implementing change, downsizing, changing and developing culture and climate.	8		4					12	18	Independent study of the scientific literature, discussions, case studies, simulation games, reports and their presentations.

<ul style="list-style-type: none"> Entrepreneurship: characteristics of successful entrepreneurs, design thinking, optimal support for entrepreneurship. 									
Total	32		16					48	82

Assessment strategy	Weight, %	Deadline	Assessment criteria
Group activities	20	During seminars	During seminars students work in 3-4 students groups. Each seminar students are given a specific business case or exercise and students have to analyze what problem the company is facing, what strategy/solution should be proposed in order to achieve the best results of the case/exercise. Assessment: 5 points per case study/exercise completion. Students need to demonstrate team work, collaboration and argumentation skills. Max 20 points per semester.
Individual assignment (essay)	20	Till the end of semester	<p>Essay questions will be given during the first lecture. Written paper (~1000 words length, 4 pages if double-spaced) should be attached to the assignment in the emokymai.vu.lt environment till the last lecture. Presentations will be held during the last lecture (5 min per student).</p> <p>Evaluation criteria:</p> <ol style="list-style-type: none"> Written paper (70% of the grade - 14 points to final score): <ul style="list-style-type: none"> 70% - 14 points (excellent) - detailed analysis of the topic, questions relevant to the topic are raised in a reasoned manner, coherent and logical presentation of ideas, interpretation and use of at least 3 different literature resources. 60% - 12 points (very good) - detailed analysis of the topic, with only minor inaccuracies, questions relevant to the topic are raised in a reasoned manner, interpreted quite smoothly, and at least 3 different literature resources are used. 50% - 10 points (good) - minor non-essential flaws in the analysis of the topic and interpreted quite fluently, at least 3 different literature resources were used. 40% - 8 points (average) – the main questions are revealed in the topic analysis, but their analysis is shallow, interpreted shallowly, at least 2 literature resources are used. 30% - 6 points (weak) - in the analysis of the topic, some key questions are minimally revealed, interpretation is minimal, the presentation has significant flaws, many questions are not answered; 20% and less - 4 and less points (unsatisfactory) – the main questions are not even minimally disclosed in the topic analysis, the interpretation is less than minimal. Presentation (30% of the grade - 6 points) . Fluency of presentation, clarity, conveying the topic to the audience, answering the questions: <ul style="list-style-type: none"> 30% - 6 points - excellent 20 % - 4 points - average 10% - 2 points - weak 0 point - not presented
Written test	60	During the exam session	<p>The written test consists of the material taught during the lectures. 20 closed questions (2 points each) and 4 open questions (5 points each). Closed questions evaluation: 100% correct answer to closed questions - points, 50% - 1 point (possible for questions with more than one correct answers options), wrong answer - 0 points.</p> <p>Open questions evaluation: 96-100% correct answer to an open question - 5 points, 79-95% - 4 points, 56-70% - 3 points, 36-55% - 2 points, 16-35% - 1 point, 0-15% is a wrong answer - 0 points.</p> <p>The sum of the collected points forms the final grade of the exam test max 60 points).</p>

			The exam test is written during the examination period in the environment of the emokymai.vu.lt platform.
			The final grade is the sum of points of exam, group activities and individual assignment. 95-100 points - excellent, 10 85-94 points – very well, 9 75-84 points - well, 8 65-74 points - average, 7 55-64 points - satisfactory, 6 46-54 points - weak, 5 Less than 46 points – unsatisfactory, minimum requirements are not reached, 4, 3, 2, 1.
Strategy of exam retake as an external student			
In this case, the student's final grade consists of the exam written test (60% of the final grade), and 2 individual assignments: essay (20%) and case study (20%). Evaluation criteria for both individual assignments are the same as per regular individual assignment described above.			

Author	Year of publication	Title	Issue of a periodical or volume of a publication	Publishing place and house or web link
Compulsory reading				
Judge, T.; Robbins, S. P.	2018	Essentials of Organizational Behavior	14 th ed.	Pearson
Black, J. S., Bright, D. S.	2019	Organizational Behavior		OpenStax: https://virtualbiblioteka.vu.lt/permalink/f/1ferss/TN_cdi_centerforopeneducation_opentextbooklibrary_OTLid0000761
Greenberg, J.; Baron, R. A.	2008	Behavior in Organizations		Pearson Education International
Optional reading				
McKenna, E.	2012	Business psychology and organizational behaviour	5th ed.	Psychology Press