TECHNICAL SHEET OF THE SUBJECT

Data of the subject	
Subject name	Organizational Behavior
Subject code	E000005837
Mainprogram	Bachelor's Degree in Business Administration and Management
Involved programs	Grado en Administración y Dirección de Empresas (E-2) [Segundo Curso] Grado en Administración y Dirección de Empresas y Grado en Derecho (E-3 16) [Cuarto Curso] Grado en Administración y Dirección de Empresas con Mención en Internacional (E-4) [Segundo Curso] Grado en Administración y Dirección de Empresas y Grado en Relaciones Internacionales (E-6) [Tercer Curso] Grado en Administración y Dirección de Empresas (E-2) - Bilingüe en inglés [Segundo Curso] Grado en Administración y Dirección de Empresas y Grado en Análisis de Negocios/Business Analytics [Segundo Curso] Grado en Ingeniería en Tecnologías de Telecomunicación y Grado en ADE [Cuarto Curso] Grado en Ingeniería en Tecnologías Industriales y Grado en Administración y Dirección de Empresas [Cuarto Curso] Grado en Ingeniería en Tecnologías de Telecomunicación y Grado en ADE [Cuarto Curso]
Level	Reglada Grado Europeo
Quarter	Semestral
Credits	6,0 ECTS
Type	Obligatoria (Grado)
Department	Departamento de Gestión Empresarial
Coordinator	Antonio Núñez Partido
Schedule	Mornings. Consult for this purpose the schedules of the different groups in which it is taught.
Office hours	To consult to this effect the schedule of attention of students established by each teacher. Previous appointment by e-mail
Course overview	Knowledge and understanding of the basic determinants of human behavior in organizations and managerial success, explaining its application for allow the student to improve their skills as a people manager.

Teacher Information	
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SPECIFIC DATA OF THE SUBJECT

Contextualization of the subject

Contribution to the professional profile of the degree

Our topic highlights the key relevance of people within organizations. We aim to **better understand human behaviour in organizations**: what happens inside and why? We concentrate on interpersonal/intrapersonal psychosocial processes; explore tools to improve self-knowledge and knowledge about what drives people in organizations. This increased knowledge is critical to become better professionals. Organizational Behaviour establishes the **basic framework towards more specific topics linked** *to Human Resources, Leadership and Change, as well as for Negotiation Techniques, which will be seen in later courses.*

Prerequisites

None. It is always helpful to have followed *Psychology* during High School. Also relevant is the first year course **Fundamentos de Gestión Empresarial (Basics of Business Administration).**

Competencies - Objectives

Competences

GENERALES

CG02	Resolución de problemas y toma de decisiones	
	RA1	Identifica y definir adecuadamente el problema y sus posibles causas
	RA2	Estudia alternativas posibles valorando correctamente el alcance de cada una
	RA3	Decide cuál es la alternativa más adecuada para resolver el problema
CG04	Capacidad de gestionar información proveniente de fuentes diversas	
	RA1	Busca y utiliza documentación de distintas fuentes, proveniente de diversas vías, para sus actividades de aprendizaje, discriminando conforme a su valor y a la utilidad de cada una de ellas
	RA2	Desarrolla pensamiento crítico, cuestionando la información gestionada, generando conclusiones y puntos de vista propios
	RA3	Es claro, preciso, exacto y relevante en el uso de la información, profundizando con lógica e imparcialidad
CG05	Conocimientos generales básicos sobre el área de estudio	
	RA1	Explica los aspectos clave de las materias de estudio

CG10		Capacidad de liderazgo y trabajo en equipo
	RA1	Forma parte de un equipo de trabajo desempeñando un papel efectivo
	RA2	Comunica sus ideas de manera efectiva y argumentada
	RA3	Orienta el trabajo hacia la calidad del resultado final en el contexto del equipo
CG13		Reconocimiento y respeto a la diversidad y multiculturalidad
	RA1	Conoce y respeta la perspectiva de otras perspectivas culturales y sociales
	RA2	Reconoce la diversidad cultural y humana, apreciando su amplitud y valor

ESPECÍFICAS		
CE12		Conocimiento y comprensión de los determinantes básicos del comportamiento humano en las organizaciones y del éxito directivo, practicando su aplicación para permitir al alumno mejorar sus habilidades como gestor de personas
	RA1	Diseña correctamente un Profesiograma completo: las aptitudes, actitudes, inteligencia emocional, personalidad y valores; necesarios para un determinado puesto de trabajo
	RA2	Sabe diagnosticar las necesidades motivacionales de sus colaboradores y satisfacerlas estableciéndoles objetivos y rediseñando sus puestos de trabajo
	RA3	Es capaz de afrontar un proceso de selección profesional realizando correctamente su cv, desempeñado un papel de liderazgo en las dinámicas de grupo y dando su mejor imagen en las entrevistas personales

THEMATIC BLOCKS AND CONTENTS

Contents - Thematic Blocks
I.- INTRODUCTION TO ORGANIZATIONAL BEHAVIOUR:
Chapter 1: What is OB?: Evidence-based people management.
II.- INDIVIDUAL LEVEL DETERMINANTS:
Chapter 2: Managing diversity.
Chapter 3: Attitudes and Job Satisfaction.

Chapter 4: Emotions, moods and performance: Emotional Intelligence.
Chapter 5: Personality and values in people management.
Chapter 6: Perception and Decision making.
Chapter 7: Basics of Motivation: Extrinsic and Intrinsic.
Chapter 8: Motivation at work: Job enrichment.
III.- GROUP AND ORGANIZATIONAL LEVELS;
Chapter 9: Individual and groups.
Chapter 10: Efficient Teams.
Chapter 11: Interpersonal Communication.
Chapter 12: Leadership.

TEACHING METHODOLOGY

General methodological aspects of the subject	
The approach to the course is practical, focused on the student, promoting his/her autonomy and active participation, looking for advancing the necessary professional competences for their future career. To develop contents and competences, we will be involved in the following activities:	
Methods (classroom): Activities	**Competences**
AF1. Lectures where the professor will present the main contents in a clear, structured and motivating way, supported by audio-visuals resources. Essential aspects to promote individual learning. Student feedback and doubts are welcome[1].	**CGI 1.** Ability to analyse and synthesize **CGI 3.** Ability to plan and organize **CGI 5.** Basic knowledge of the area
AF2. Lectures with participation. Presentations where the professor explains the basic knowledge with active participation from the students that discuss and debate nuances and challenging points, looking for the correct	**CGI 4.** Ability to manage information from different sources **CGI 3.** Ability to plan and

understanding of the content. Dynamic presentations and structured or spontaneous participation of students are expected. Additional forums based on multimedia[2].

Activities	Competences
	CGI 3. Ability to plan and organize CGI 5. Basic knowledge of the area
AF6. Case analysis and discussion. Professor's proposals based on a brief lecture and/or specific material that enable application of theoretical knowledge and promote discussion skills. Based on professional materials adapted to the course, it is expected to train students in problem solving abilities together with practicing agile responses to unexpected situations. It is typically a team activity.	**CGP 10**. Leadership and Teamworking abilities **CGS 16**. Action and Quality bias **CGP 12.** Ethical commitment **CGI 2.** Problem solving and decision making **CGP 11**. Questioning and Self-Questioning abilities
AF7. Simulations, role plays, group dynamics. Learning activities where students act like other would do. They involve situational analysis, taking decisions and identification and evaluation of consequences.	**CGP 9.** Interpersonal abilities: listening, arguing, debating **CGP 13.** Recognition and respect to diversity and cultural diversity **CGP 11**. Questioning and Self-Questioning abilities
AF8. Presentations. Individual or Group based. Structured and well prepared content, clear delivery, respect, good reasoning and active participation of all members are some of the key landmarks.	**CGP 12.** Ethical commitment **CGI 3.** Ability to plan and organize **CGI 6.** Spoken and written communication in native language **CGP 11**. Questioning and Self-Questioning abilities
Methods (outside classroom): Activities	**Competences**
AF10. Self-study and additional research that students involve in to better understand and remember specific scientific content looking for a potential application in his/her future professional career. Individual readings	**CGI 1.** Ability to analyse and synthesize **CGI 3.** Ability to plan and organize **CGI 4.** Ability to manage information from different

(references) and further materials (books, magazines, papers, press, Internet, reports, etc...) *Some materials will be uploaded.*	sources **CGI 5.** Basic knowledge of the area **CGS 14.** Ability to learn and work autonomously
AF11. Tutorships (individual or in small groups), to deal with potential problems in learning process, in development of competences and/or to review student progress with individual assignments.	**CGI 6.** Spoken and written communication in native language **CGI 3.** Ability to plan and organize **CGI 4.** Ability to manage information from different sources **CGI 1.** Ability to analyse and synthesize
AF12. Monographic research. Cooperative learning activity involving a research assignment in teams. Interdependence is high and individual goals would depend on everybody else in the team achieving their individual objectives.	**CGS 18.** Initiative and Entreprenuerial spirit **CGS 16**. Action and Quality bias **CGP 12.** Ethical commitment **CGS 17.** Ability to elaborate and communicate ideas, projects, reports, solutions and problems
AF15. Organized reading. Reading and articles to evaluate understanding individually or group based.	**CGP 11**. Questioning and Self-Questioning abilities **CGP 12.** Ethical commitment

[1] *The learning process is a student duty that no professor can replace. Lectures aim to develop the most relevant and/or more challenging content to understand. Students are responsible to work the different topics in advance. Professors might use brief quizzes to test the content before its formal presentation in the session and/or to test comprehension at the end (one minute paper).*

[2] *The first minutes of each class are used to place each class in the bigger context of the course. The objectives of the sesion and the essential concepts are then followed. Finally their potential applications in organizations are discussed.*

SUMMARY STUDENT WORKING HOURS

CLASSROOM HOURS			
Lecciones de carácter expositivo	Exposición pública de temas o trabajos	Seminarios y talleres	Simulaciones, juegos de rol, dinámicas de grupo
30.00	10.00	10.00	10.00
NON-PRESENTIAL HOURS			
Trabajos monográficos y de investigación, individuales o colectivos	Estudio individual y/o en grupo y lectura organizada	Sesiones tutoriales	
30.00	80.00	10.00	
		ECTS CREDITS: 6,0 (180,00 hours)	

EVALUATION AND CRITERIA

Evaluation activities	Evaluation criteria	Weight
Written Final Exam • Theory 60%/Practice 40% ○ Objective questions and Practical Cases. *Exchange course structure to be discussed.* • Content: everything covered in class.	A pass grade is a requirement for pass the course. 1. Ability to synthesize 2. Ability to apply contents 3. Ability to understand and integrate 4. Ability to reason and communicate	60
Case studies and practice	Weekly basis across all term: initiative, innovation and quality	10
Final work in teams	Theoretical and practice & three milestones: 1. Short video 2. Written report 3. Final presentation	20
Attitude and Participation	in class and individual work	10

Ratings

The **final note**, passed the final exam, will be the weighted sum of this and the continuous evaluation of all course activities. If the student does not reach the grade of 5, he will have the subject suspended and must present and pass the global examination of the extraordinary call, on the official date established by the corresponding Head of Studies.

Students with no enrolment: Repeating students, Exchange Students (without 100% credit recognition) or students in Accredited Internship (subject to approval by the Head of Studies):

1. The student is responsible to communicate their intentions to the professor (by email) during the first month of the course informing about their personal situation, passed attempts and personal objectives to pass the course.
2. **Written final exam 100%:** Exam content: Slides and Moodle.

WORK PLAN AND SCHEDULE

Activities	Date of realization	Delivery date
Consulting teamwork applied to a company or organization (20%).	From the first month of the semester.	One week before the final exam.
Attitude and participation in class and towards individual work (10%)	All semester	Until the end of the global exam.
Resolution of review test, cases, readings, practices and exercises of application to the company in the Directed Work classes (10%).	Weekly	Weekly
Global final written exam. It is essential to approve it to add the continuous evaluation (60%).	In the one indicated by the corresponding Head of Studies.	In the one indicated by the corresponding Head of Studies.

BIBLIOGRAPHY AND RESOURCES

Basic Bibliography

1. **ROBBINS & JUDGE (2019).** *Organizational Behaviour.* **Pearson Education. 19th** *Global Edition*.
2. ROBBINS & JUDGE (2018): *Essentials of Organizational Behavior.* Pearson Education. Global Edition 14/E. 2018.

Complementary Bibliography

- GIBSON, IVANCEVICH, DONNELLY & KONOPASKE (2011). *Organizations: Behavior, Structure & Processes* McGraw-Hill/Irwin (14 ed.)

- LUTHANS (2011). *Organizational Behavior.* McGraw-Hill/Irwin (12 ed.)
- NEWSTROM, J.W., (2011): *Organizational Behavior: Human Behavior at Work.* McGraw-Hill/Irwin (14 ed.)