



COURSE OUTLINE

1. Information about the program

1.1 Higher education institution	“Alexandru Ioan Cuza” University of Iași
1.2 Faculty	Faculty of Economics and Business Administration
1.3 Department	Management, Marketing and Business Administration
1.4 Field of study	Business Administration
1.5 Cycle of study	Bachelor (cycle I)
1.6 Study program / Qualification	Business Administration / Bachelor in Business Administration

2. Information about the course

2.1 Course title	Organizational Behavior						
2.2 Course coordinator	Cătălin-Ioan CLIPA, PhD, Associate professor						
2.3 Seminar coordinator	Cătălin-Ioan CLIPA, PhD, Associate professor						
2.4 Year of study	2	2.5 Semester	1	2.6 Type of evaluation*	M	2.7 Course status**	C

* MT - MIDTERM, O - ORAL EXAM, E - EXAM, M - MIXED ** C – compulsory / O – optional / E - elective

3. Estimated time allocation (hours per semester and teaching activities)

3.1 Number of hours per week	3	out of which: 3.2 course	2	3.3 seminar	1
3.4 Total number of hours per semester	42	out of which: 3.5 course	28	3.6 seminar	14
Time allocation					h
Study based on course book, course materials, bibliography and other					42
Supplementary study in the library, on electronic platforms and on the field					14
Preparing seminars/laboratories, assignments, papers, portfolios and essays					22
Tutorship					1
Examination					4
Other activities					-
3.7 Total hours of individual study					83
3.8 Total hours per semester					125
3.9 Number of credits					5

4. Prerequisites (if applicable)

4.1 Referring to curriculum	Business Management, Economics
4.2 Referring to competences	Basic competences in management

5. Conditions (if applicable)

5.1 For the course	Room with audio-video system
5.2 For the seminar / laboratory	Room with audio-video system

6. Specific competences accumulated



Professional competencies	C1 – Gathering, processing, and analysing information about external environment – firm/organization interaction (0.5 credits) C2 – Assistance for administering the entire firm/organization (1 credit) C3 – Administering the activity of a subdivision within the structure of the firm/organization (1 credit) C4 – Assistance in human resource management (1 credit)
Transversal competencies	CT2 – Identifying roles and responsibilities within a multi-specialized team and applying relational techniques and efficient work techniques within the team (1.5 credits)

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	Understanding, explaining, anticipating and influencing the behaviour of individuals and groups in the organization.
7.2 Specific objectives	After successfully finalizing this course, students will be able to: <ul style="list-style-type: none">▪ Understand and use several important theories and concepts in individual behaviour, group behaviour and organizational processes.▪ Explain the significance of these general theories and concepts for the actions of the business studies practitioner.▪ Analyse relationships and effects between the relevant variables in a simple real-life situation.▪ Develop ideas about effective organizations.

8. Content

8.1	Course	Teaching methods	Observations (Time and bibliography)
1.	What Is Organisational Behaviour?	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 1 from the textbook)
2.	Diversity in Organizations	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 2 from the textbook)
3.	Attitudes and Job Satisfaction	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 3 from the textbook)
4.	Personality and Values	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 4 from the textbook)
5.	Perception and Individual Decision Making	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 5 from the textbook)
6.	Emotions and Moods	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 6 from the textbook)



7.	Motivation Concepts	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 7 from the textbook)
8.	Motivation: from Concepts to Applications	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 8 from the textbook)
9.	Foundations of Group Behaviour	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 9 from the textbook)
10.	Understanding Work Teams	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 10 from the textbook)
11.	Power and Politics	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 11 from the textbook)
12.	Leadership	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter. 13 from the textbook)
13.	Organisational Change and Stress Management	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 17 from the textbook)
14.	Conflict and Negotiation	Interactive course, heuristic conversation, problem solving method	2 hours (Chapter 18 from the textbook)

Bibliography

Compulsory reading:

- Robbins, Stephen P.; Judge, Timothy A. (2022) *Organizational Behavior*, Updated 18th Edition, Pearson (FEAA library)
- Papers on Microsoft Teams class

Optional reading:

- Nelson, Debra L.; Quick, James Campbell (2008) *ORGB*, South-Western College Pub, Mason
- Panagiotakopoulos, A. (2016) *A Short Guide to People Management*, Routledge, London
- Pinder, C. (2008) *Work Motivation in Organizational Behavior*, Psychology Press, New York

8.2	Seminar / Laboratory	Teaching methods	Observations (Time and bibliography)
1-7.	The courses and seminars are integrated into workshop activities to better obtain the learning results. Case studies, simulations, exercises, and debates based on course topics are mixed with short theoretical presentations.	Interactive teaching methods, case study method, debate	7 hours (Case studies at the end of the course book, exercises, discussions)

Compulsory reading:

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Optional reading:

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**9. Bridging course content with the expectations of the community, professional associations and representative employers in the field of the program**

On an annual basis, the course content is discussed with the representatives of the business environment, who hire or could hire graduates from this program, while students are required to provide feedback (online, anonymous) after each semester about the course structure, teaching methods, as well as strengths / weaknesses (after the final evaluation).

10. Evaluation

Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Allocation to the final grade (%)
10.4 Course	Theoretical and applied knowledge	Exam: Chapters 8 to 11, 13, 17, 18: MC, short answer, case	25
10.5 Seminar	Applied / practical knowledge	Group contributions and participation in class discussions and exercises	30
		Midterm exam: 8 th week, 23 rd November – Chapters 1 to 7: MC, short answer, case	25
		Individual project based on a given structure	20
10.6 Minimal performance standard			
Obtaining 4.5 points (out of 10) for the total evaluation (final grade), without requirement of a minimum per assessment section.			

Date

Course coordinator

Seminar coordinator

September 27, 2023

Cătălin-Ioan CLIPA, PhD, Associate professor

Cătălin-Ioan CLIPA, PhD, Associate professor

Date of approval

Head of department

September 28, 2023

Andrei-Ștefan NEȘTIAN, PhD, Professor