



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	Management
1.5 Cycle of study	Master
1.6 Study program / Qualification	Strategic Human Resource Management in Europe

2. Information about the course

2.1 Course title	Organization and Group Dynamics (OGD)						
2.2 Course coordinator	-						
2.3 Seminar coordinator	Cătălin-Ioan CLIPA, PhD, Associate professor						
2.4 Year of study	2	2.5 Semester	3	2.6 Type of evaluation*	E	2.7 Course status**	C

*MT-MID-TERM, 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	1	out of which: 3.2 course	-	3.3 seminar / laboratory	1
3.4 Total number of hours per semester	14	out of which: 3.5 course	-	3.6 seminar / laboratory	14
Time allocation					h
Study based on course book, course materials, bibliography and other					14
Supplementary study in the library, on electronic platforms and on the field					6
Preparing seminars/laboratories, assignments, papers, portfolios and essays					14
Tutorship					-
Examination					2
Other activities					
3.7 Total hours of individual study					36
3.8 Total hours per semester					50
3.9 Number of credits					2

4. Prerequisites (if applicable)

4.1 Referring to curriculum	1st semester
4.2 Referring to competences	Not necessary

5. Conditions (if applicable)

5.1 For the course	Webcam and microfon for the on-line classes.
5.2 For the seminar / laboratory	Webcam and microfon for the on-line classes.

6. Specific competences accumulated



Professional competencies	<ul style="list-style-type: none"> Analyse and re-design the group processes; Improve collaboration between organizational individuals and groups; Improve organizational effectiveness by increasing the performance of groups; Apply leadership development skills.
Transversal competencies	<ul style="list-style-type: none"> Apply group work to tasks and projects.

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	Upon completion of this module, students will understand the general concepts of organizational and group dynamics and will be able to plan, implement and evaluate the group processes.
7.2 Specific objectives	<p>After successfully finalizing this course, students will be able to:</p> <ul style="list-style-type: none"> Observe a group and understand its dynamics. Work with other people in a group context. Know the major research studies of group processes. Understand the theories that explain group processes. Be proficient in leading a group successfully. Do research that will lead to improvement of groups. Know the ways group dynamics can be applied to improve groups. Understand the basic processes that occur in groups (e.g., leadership, conformity). Understand the ways groups can be used to help people.

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
-	-	-	-
Bibliography			
8.2	Seminar	Teaching methods	Observations (time and bibliography)
1.	Introduction to group dynamics and study of groups	Interactive teaching methods, case study method, examples	2 hours
2.	Inclusion and identity. Formation	Interactive teaching methods, case study method, examples	2 hours
3.	Cohesion and development. Structure	Interactive teaching methods, case study method, examples	2 hours
4.	Influence and power	Interactive teaching methods, case study method, examples	2 hours
5.	Performance of groups and leadership	Interactive teaching methods, case study method, examples	2 hours



6.	Decision making.Teams	Interactive teaching methods, case study method, examples	2 hours
7.	Conflict and intergroup relations.	Interactive teaching methods, case study method, examples	2 hours

Bibliography

- **Forsyth, R. D. (2019) Group Dynamics, Seventh Edition, Wadsworth – Cengage Learning**
- Gallos, J. V. (ed.) (2006). Organization Development. A Jossey-Bass Reader. San Francisco: Wiley.
- Pesendorfer, B. F. (1983). THE DYNAMICS OF ORGANIZATION
http://www.pesendorfer.de/downloads/BP1983_Dynamics_Organisations_.pdf (pp.1-13)
- Schuster, R. J. (2016). Essentials of the Course Organisational and Group Dynamics. In Working Paper Series by the University of Applied Sciences BFI Vienna. Number 88 / 2016. Downloadable at: <http://www.fh-vie.ac.at/Forschung/Publikationen/FH-Workingpapers>, accessed 22nd January 2016
- Xenikou, A.; Furnham, A. (2012) Group Dynamics and Organizational Culture. Effective Work Groups and Organizations. Palgrave Macmillan

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	70
10.5 Seminar	Applied / practical knowledge	reading and discussing recommended materials, class participation	30
10.6 Minimal performance standard			
Obtaining 5 points (out of 10) for the total evaluation.			

Date
September, 27, 2023

Course coordinator
Cătălin-Ioan CLIPA, Associate professor, PhD.

Seminar coordinator
Cătălin-Ioan CLIPA, Associate professor, PhD.

Date of approval
September, 28, 2023

Head of department
Ștefan-Andrei NEȘTIAN, Professor, PhD.