



## 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	Departament	Management, Marketing și Administrarea Afacerilor
1.4	Field of study	BA
1.5	Cycle of study	bachelor
1.6	Study program / Qualification	Business Administration

### 2. Information about the course

2.1	Course title	Comportament organizational						
2.2	Course coordinator	Cătălin-Ioan CLIPA, lecturer, PhD						
2.3	Seminar coordinator							
2.4	Year of study	2	2.5 Semester	3	2.6 Type of evaluation*	E	2.7 Course status**	OB

\* 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	3	out of which: 3.2 course	2	3.3 seminar / laboratory	1
3.4	Total number of hours per semester	42	out of which: 3.5 course	28	3.6 seminar / laboratory	14

Time allocation	
Study based on course book, course materials, bibliography and other	28
Supplementary study in the library, on electronic platforms and on the field	28
Preparing seminars/laboratories, assignments, papers, portfolios and essays	20
Tutorship	3
Examination	4
Other activities	0
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	Management, Economics
4.2	Referring to competences	

### 5. Conditions(if applicable)

5.1	For the course	Attendance and preparation are mandatory. For the on-line cl...
5.2	For the seminar / laboratory	Attendance and preparation are mandatory. For the on-line cl...

**6. Specific competences accumulated**

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

**7. Course objectives**(based on specific competencies accumulated)

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

**8. Content**

**8.1 Course**

<b>8.1</b>	<b>Course</b>	<b>Teaching methods</b>	<b>Observations</b> (time and bibliography)
1.	What Is Organisational Behaviour?	Interactive course, heuristic conversation, problem solving method	2 hours (chap 1 from the textbook)
2.	Foundations of Individual Behaviour	Interactive course, heuristic conversation, problem solving method	2 hours (chap 2 from the textbook)
3.	Attitudes and Job satisfaction	Interactive course, heuristic conversation, problem solving method	2 hours (chap 3 from the textbook)
4.	Personality and values	Interactive course, heuristic conversation, problem solving method	2 hours (chap 4 from the textbook)
5.	Perception and individual decision making	Interactive course, heuristic conversation, problem solving method	2 hours (chap 5 from the textbook)
6.	Motivation concepts	Interactive course, heuristic conversation, problem solving method	2 hours (chap 6 from the textbook)
7.	Motivation: from Concepts to Applications	Interactive course, heuristic conversation, problem solving method	2 hours (chap 7 from the textbook)
8.	Emotions and moods	Interactive course, heuristic conversation, problem solving method	2 hours (chap 8 from the textbook)
9.	Foundations of group behaviour	Interactive course, heuristic conversation, problem solving method	2 hours (chap 9 from the textbook)
10.	Understanding work teams	Interactive course, heuristic conversation, problem solving method	2 hours (chap 10 from the textbook)
11.	Basic Approaches to Leadership	Interactive course, heuristic conversation, problem solving method	2 hours (chap 12 from the textbook)
12.	Contemporary Issues in Leadership	Interactive course, heuristic conversation, problem solving method	2 hours (chap. 13 from the textbook)
13.	Power and politics	Interactive course, heuristic conversation, problem solving method	2 hours (chap 14 from the textbook)
14.	Organisational change and stress management	Interactive course, heuristic conversation, problem solving method	2 hours (chap 19 from the textbook)

**Bibliography****Compulsory reading:**

Robbins, Stephen P.; Judge, Timothy A. (2017) Organizational Behavior, 17th edition (Global Edition), Pearson

**Optional reading:**

Martin, John – Organizational Behaviour – second edition, Thompson, 2001

Mullins, Laurie J. – Management and Organisational Behaviour, sixth edition, Prentice Hall, 2002

**8.2 Seminar / Laboratory**

<b>8.2</b>	<b>Seminar / Laboratory</b>	<b>Teaching methods</b>	<b>Observations</b> (time and bibliography)
1-7.	Case studies, simulations and debates based on course topics	Interactive teaching methods, case study method	7 hours (case studies at the end of the course book)

### Bibliography

Same as above.

### 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 (on-line, 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 (%)
<b>10.4</b> Course	Theoretical and applied knowledge	Exam: chapters 7 to 14 (except 11): multiple choice questions, short answer, case	25
<b>10.5</b> Seminar	Applied / practical knowledge	Group contributions and participation in class discussions and exercises	25
		Midterm exam: 8 <sup>th</sup> week (18 <sup>th</sup> of November) – chapters 1 to 6: multiple choice questions, short answer, case	25
		Individual project based on given assignments.	25

### 10.6 Minimal performance standard

Obtaining 5 points (out of 10) both for the total evaluation (final grade).

**Date**

22.09.2021

**Course coordinator**

Cătălin-Ioan CLIPA, lecturer, PhD

**Seminar coordinator**

Cătălin-Ioan CLIPA, lecturer, PhD

**Date of approval in the departament**

22.09.2021

**Head of departament**

Conf.univ.dr. Stefan-Andrei Nestian