



Universitat de Lleida

DEGREE CURRICULUM **ORGANIZATIONAL BEHAVIOR**

Coordination: CASANOVAS MARFA, JOAN

Academic year 2023-24

Subject's general information

Subject name	ORGANIZATIONAL BEHAVIOR			
Code	102403			
Semester	1st Q(SEMESTER) CONTINUED EVALUATION			
Typology	Degree	Course	Character	Modality
	Bachelor's degree in Industrial Organization and Logistics Engineering	3	COMPULSORY	Attendance-based
Course number of credits (ECTS)	6			
Type of activity, credits, and groups	Activity type	PRAULA		TEORIA
	Number of credits	3		3
	Number of groups	1		1
Coordination	CASANOVAS MARFA, JOAN			
Department	ECONOMICS AND BUSINESS			
Teaching load distribution between lectures and independent student work	Classroom hours: 60 hours Autonomous work: 90 hours			
Important information on data processing	Consult this link for more information.			
Language	Catalan / Spanish			
Distribution of credits	Theoretical: 3 ECTS Room practices: 3 ECTS			

Teaching staff	E-mail addresses	Credits taught by teacher	Office and hour of attention
CASANOVAS MARFA, JOAN	joan.casanovas@udl.cat	6	

Subject's extra information

Subject that is studied in the 2nd semester of the 3rd year of the Degree in Industrial and Logistics Organization. It corresponds to the Subject "Business Management" within the Module "Specific Technology Training: Industrial and Logistics Organization".

Subject that requires continuous work throughout the semester in order to achieve the stated goals. Critical thinking and abstract reasoning abilities are required.

It is recommended to frequently visit the Virtual Campus space associated with the subject as all the corresponding information is announced.

Learning objectives

The aim of this subject is to introduce students to the field of study of Organizational Behavior. The main purpose of Organization Behavior is to enable organizations and their managers to improve productivity, reduce levels of absenteeism and staff-turnover, and increase satisfaction and motivation of employees.

Learning outcomes:

- Acquire knowledge about organizations and the role they play in society.
- Know motivation, teamwork and conflict management tools.
- Understand the importance of intercultural communication and multicultural work teams.
- Learn concepts related to work-related pathologies and techniques to reduce anxiety.

Competences

B02: That students know how to apply their knowledge to their work or vocation in a professional manner and possess the skills that are usually demonstrated through the elaboration and defense of arguments and the resolution of problems within their area of study.

B04: That students can transmit information, ideas, problems and solutions to a specialized and non-specialized public.

B05: That students have developed those learning skills necessary to undertake further studies with a high degree of autonomy.

CG10: Work in a multilingual and multidisciplinary environment.

CE21: To acquire capacity to manage human resources and risk prevention and safety at work.

CE23: To acquire capacity to design organizational systems and job assessment.

CT1: Develop adequate oral and written comprehension and expression of Catalan and Spanish.

CT6: To apply the gender perspective to the functions of the professional field.

Subject contents

Topic 1: Theory of organization

- Theories of Organizational Behavior: classical organization theory, scientific management theory, bureaucratic theory, neoclassical organization theory, contingency theory, systems theory.
- Structure and design of organizations.

Topic 2: Context of organizations and organizational culture

- Organizations' goals and effectiveness.
- Global environment of organizations.
- Organizational technology.
- Organizational culture: Typologies of organizational culture.
- Organizational culture and change management.
- Stereotypes and prejudices.

Topic 3: Teamwork and effective communication

- Teamwork.
- Types of teamwork in organizations and their characteristics.
- Leadership and effective communication.
- Teamwork and new trends in HR: organizations of the future. Changes in the leadership model. Performance management and team-centric methodologies. Dynamics of teamwork. High performance teams.
- Assertive communication and feedback.

Topic 4: Job motivation

- Theories of job motivation.
- Techniques for job motivation.
- Emotional intelligence and work engagement.
- Worker experience: New trends in HR focused on generating a unique experience for workers.
- Talent Attraction: Employer Branding.
- Motivation and Loyalty

Topic 5: Conflicts management

- Conflicts within organizations.
- Effective management of conflicts.
- The influence of differences in the work climate

Topic 6: New forms of work

- Implications and characteristics.
- Main initiatives.
- The transformation of jobs.

Topic 7: Work pathologies

- Work vs. health.
- Work pathologies.
- Positive thinking.

Topic 8: Cultural crossing and diversity and inclusion strategies

- Cultural crossing.
- The different generations.
- Diversity and inclusion strategies.

- Good practices.

Methodology

The course will be taught with a combination of master lessons and practical activities that will involve lectures and article analyses, case study analyses, self-analysis techniques and group dynamics.

The usual format of the sessions will consist of a first part of explanation of the main concepts, and then a practical guided activity that will allow students to internalize and consolidate the concepts discussed in the session.

Most activities will be developed in work teams, and in some sessions group dynamics will be made. If possible, external visits and / or seminars will also be performed.

The time distribution of dedications will be:

Activity	Classroom activity		Homework activity		Total time
	Goals	Hours	Student work	Hours	Hours/ECTS
Master class	Explanation of concepts	30	Study: know, understand and synthesize knowledge	45	75
Problems and case studies	Case study analyses, article analyses, group dynamics, ...	30	Solve study cases	45	75
Totals		60		90	150

Development plan

Topic 1 - Theory of organizational behavior: Week 1

Introduction to the subject. Theories of Organizational Behavior. Structure and design of organizations.

Topic 2 - Context of organizations and organizational culture: Week 1-2-3

Global environment of organizations and Organizational culture. Typologies of organizational culture. Organizational culture and change management. Stereotypes and prejudices. Activity: Article analysis.

Topic 3 - Teamwork and effective communication: Week 3-4-5

Teamwork. Types of work equipment. Leadership in work teams. Teamwork and new trends in HR: organizations of the future. Changes in the leadership model. Performance management and team-centric methodologies. Teamwork dynamics: What they are and what they are for. High performance teams. Transactional model of communication and effective communication.

Topic 4 - Motivation: Week 6-7-8

Work motivation. Motivation theories. Emotional intelligence and work engagement. Worker Experience: New HR Trends Focused on Generating a Unique Experience for Workers. Talent Attraction: Employer Branding. Motivation and Loyalty.

Topic 5 - Conflict management: Week 10

Conflict management. The influence of differences in the work climate.

Topic 6 - New forms of work: Week 10-11

Implications and characteristics. Main initiatives. The transformation of jobs.

Topic 7 - Work pathologies: Week 11

Work vs. Health. Work pathologies. Positive thinking.

Topic 8 - Cultural crossing and strategies of diversity and inclusion: Week 12

Cultural crossing. The different generations. Diversity and inclusion strategies. Good practices.

Final activity: Week 13-14-15

Final exam: Week 16

Evaluation

Individual continuous assessment tests:

PAC 1-2-3-4: 14% each

Continuous collaborative assessment test:

Collaborative PAC: 14%

Final exam: 30%

Bibliography

Robbins, Stephen P. (2004). **Comportamiento organizacional**. Pearson.

Davis, Keith. and Newstrom, John W. (1999). **Comportamiento humano en el trabajo**. McGraw-Hill.