

# 293NMANK481B - Organizational Theory and Behaviour 2023

Course leader:	
Lecturer(s):	Stuart Durrant
Department:	ISP
Office hours:	By arrangement
Availability:	Phone number: Room: E25 Email address: stuart.durrant@uni-corvinus.hu
Course type:	core / elective
Prerequisites:	None
Credits:	6 ECTS
Number of hours per semester	42 + Final Exam
Time of class:	TBA
Venue:	TBA

## **Aims and objectives and description of the course:**

This course provides a comprehensive analysis of individual and group behaviour in organizations. Its purpose is to provide an understanding of how organizations can be managed more effectively and at the same time enhance the quality of employees work life. Topics include motivation, rewarding behavior, stress, individual and group behavior, conflict, power and politics, leadership, job design, organizational structure, decision-making, communication and organizational change and development.

## **Learning outcomes:**

This course aims to improve students understanding of human behavior in organization and the ability to lead people to achieve more effectively toward increased organizational performance. After completing this course, students should be able to:

- Understand individual behavior in organizations, including diversity, attitudes, job satisfaction, emotions, moods, personality, values, perception, decision making, and motivational theories.
- Understand group behavior in organizations, including communication, leadership, power and politics, conflict, and negotiations.
- Understand the organizational system, including organizational structures, culture, human resources, and change.

## **Course description**

The course is partitioned into three main areas pertaining to; a) Theories and practices applicable at the level of the individual within an organizational context, b) Theories and practice relevant to the formation, performance and classification of groups and departments within organizations, and c) Contextual application of management and leadership theory and practice within the organization.

The study of OB draws from four distinct behavioural sciences namely; Psychology, Social Psychology, Sociology, and Anthropology .

Instruction will move progressively through the individual, group and organizational levels of behaviour and will examine the interrelationships of behavioural phenomena among these levels. Additionally, concepts such as motivation, communication and leadership and their relevance to organizational behaviour will be examined in detail.

**Methodology to be used:**

It is anticipated that the first session (lecture) to be delivered each week will address and explain fundamental principles and approaches to the topic at hand, while the second (seminar) session will focus on student-led discussion in which said principles and approaches are to be applied to current and contextual problems.

Candidate participation is an essential component of this course and will be evaluated using the following criteria:

- Attendance
- Ongoing demonstration of retained and applied knowledge and concepts
- Ability to synthesize/create individual contextual approaches to relevant issues

**Detailed class schedule.**

Date	Sess.	Topic	Seminar Topic	Read. CH.
	1	Course introduction, Clarifications, disambiguations, Student expectations	The study of 'organizational behaviour' is more objectivist than subjectivist	0, 1
	2	Individual differences, personality and diversity	Personality testing is no better than astrology at understanding people	4
	3	Groups and Teams	All teams need a designated leader in order to be effective	8
	4	Working in groups and teams, virtual environment challenges	Where practical, hybrid working should be at the discretion of the employee	8
	5	Work motivation and Job Satisfaction	Extrinsic motivation is more powerful than intrinsic motivation	7
	6	Perception and Communication	Organizations will never be able to achieve full success in DEI initiatives	6
	7	Holiday Week/ Revision for mid-term	N/A	
	8	Mid-term examination	N/A	
	9	Nature of Leadership and Management	Anyone can be trained to be a leader	9
	10	Organizational Culture and Change	The culture of an organization is analogous to the personality of an	15
	11	Organizational Control and Power, Technology and Organizations	A 'flat' hierarchy is beneficial for all organizations	11
	12	Corporate Responsibility and Ethics	The ultimate loyalty of organizations is to their shareholders, not society	16
	13	Presentations of team project work	N/A	
	14	Revision/Wrap-up	N/A	
	15	Final examination	N/A	

## **Assignments:**

Specific assignments other than the mid-term examination, group presentation projects and final examination will only be assigned in-course and on an ad-hoc basis dependent on; a) enrolled student numbers, and b) direction/milestones on group project work.

## **Assessment, grading:**

Grades are **earned** by the students based on their class attendance, class participation, their achievements in the assignments (group or otherwise) and any quizzes, homework and midterm and final exam (where applicable). If the student completed at least one of the course takes either in full or in part, the subject can only be closed with a grade.

**Grades are not negotiable.** Any attempt at negotiation may potentially result in official disciplinary action!

Students will be evaluated and final grades awarded as follows:

Individual participation	20%
Interim Examination	20%
Group tasks/project	30%
Final examination	30%

## **Class attendance:**

Class attendance is mandatory. **Participation in lectures** is an important part of the process and understanding of the subject, and tutors have the right to make a so-called 'positive attendance sheet'. Based on the 'positive attendance sheet' the tutor can give 5% extra points beyond all the points obtainable for the final grade. **Attendance of the seminars is compulsory.** The acceptable level of absence is  $\frac{1}{4}$  of all lessons (i.e. 3 seminars). **In exceptional cases** (hospital treatment, permanent illness) provided that the total absence is less than 50%, the tutor can (if he/she so decides) give an opportunity for supplement. *Study and Examination Regulations – 21§ (3) and (5)*

In cases where the professor indicates that the classes (although termed "lecture" and "seminar" for administrative purposes) are, in fact, a mix of lecture and seminar/practical work, attendance at both classes is mandatory.

Simple doctor's certificates will not be accepted. If the student has exceeded the maximally allowed number of absences, only verifiable, official hospital- or treatment center documentation proving hospital treatment or permanent illness shall be accepted.

Students whose absence from the seminars exceeds the maximally allowed 3 occasions (partial seminar attendance or repeated late arrival can be counted as absence), will be given a "not signed" (aláírás megtagadva) grade. Students receiving the "not signed" grade will not have the option of taking either the final or any of the retake examinations, but shall have to retake the course in a subsequent semester.

Students who in any way disrupt a class (lecture or seminar) will be warned once. If the student's disruptive behavior continues after the first warning, the tutor has the right to send the student out of the room and note that the student has been absent from the given class.

## **Cheating, plagiarism**

Any attempt at cheating or **plagiarism** (see: <http://isp.uni-corvinus.hu> / Current students / Thesis Work – first downloadable file) in quizzes, assignments or at examinations shall result in an automatic "F" (fail) grade and the student will not be able to take either the final examination or the retake examinations, but shall have to retake the course in a subsequent semester.

Please note that professors have access to a professional plagiarism checker throughout the academic year and can check any assignment submitted.

For information on how to cite when writing an assignment or paper, please check here (<http://isp.uni-corvinus.hu/index.php?id=55379> Thesis Work Guidance Bachelor BM & IB pp: 5, 7, 8).

### **Examinations and retake examinations**

In keeping with the Corvinus Study and Examination Regulations, a total of 3 examination opportunities shall be offered in the case of core courses (except for the CIEE courses where – in keeping with the American Educational Regulations only a single examination opportunity will be given), or in the case of the elective courses where professors can decide to offer only 1 or 2 opportunities.

The examinations will be spaced out during the official examination period, although the first examination (taking into consideration the foreign exchange students) will be held during the first week of the final examination period. Students returning home prior to the end of the official examination period do so at their own risk as no special consideration shall be given in such cases. Students must sign up for exams through the Students Information System (Neptun).

The registration for and deregistration from chosen exam date(s) may be modified not later than 24 hours prior to its start. Examinations held on Mondays are exceptions, since exams on Mondays must be signed up for no later than 72 hours prior to the start. (*Study and Examination Regulations 22.§ 2.*) Students not signed up for a given examination will not be allowed to take it.

Students signed up for a given exam but failing to take it will be given a “not present” (“nem jelent meg”) grade. While such a grade will not decrease the total number of times they can attempt the examination, it will result in a special administrative fee.

### **Compulsory reading:**

**Organizational Behaviour in the Workplace** (Mullins et al, 12<sup>th</sup> edition)

Compulsory electronic reading materials will be made available to candidates at relevant intervals throughout the course

### **Recommended readings:**

**Organizational Behavior** (Stephen P. Robbins, Timothy A. Judge). 15th edition and subsequent revisions

### **Grading:**

<b>Percentage achieved</b>	<b>Int'l grade</b>	<b>ECTS</b>	<b>Hung</b>
96-100	<b>A+</b>	A	5
91-95	<b>A</b>	A	5
86-90	<b>A-</b>	A	5
80-85	<b>B+</b>	B	4
75-79	<b>B</b>	B	4
70-74	<b>B-</b>	B	4
66-69	<b>C+</b>	C	3
63-65	<b>C</b>	C	3
60-62	<b>C-</b>	C	3
56-59	<b>D+</b>	D	2
53-55	<b>D</b>	D	2
50-52	<b>D-</b>	D	2
0-49	<b>F</b>	F	1