

SYLLABUS

1. Information about the program

1.1 University	West University of Timisoara
1.2 Faculty	Faculty of Sociology and Psychology
1.3 Department	Psychology
1.4 Area of study	Psychology
1.5 Level of study	Master
1.6 Program of study/Qualification	Organizational and Occupational Health Psychology

2. Information about the discipline

2.1 Discipline title	Organizational Behaviour						
2.2 Course coordinator	Associate Professor PhD, Irina Macsinga						
2.3 Seminar coordinator	Associate Professor PhD, Irina Macsinga						
2.4 Year of study	1	2.5 Semester	1	2.6 Type of evaluation	E	2.7 Type of discipline	C

3. Total estimated time (hours per semester for teaching activities)

3.1 Numbers of hours per week	3	of which: ...course	2	3.3 seminar/laboratory	1
3.4 Total of hours from the study plan	56	of which: ...course	28	3.6 seminar/laboratory	28
Distribution of time:					hours
Study of handbook, course support, references and notes					40
Additional study in library, specialized electronic platforms, on the field					26
Preparation of seminars/laboratories, topics, essays, portfolios					60
Tutoring activity					20
Examination					6
Other activities.....					--
3.7 Total hours of individual study	152				
3.8 Total hours per semester	56				
3.9 Number of credits	208				

4. Preconditions (where applicable)

4.1 related to the curriculum	<ul style="list-style-type: none"> Not applicable
4.2 related to competencies	<ul style="list-style-type: none"> Not applicable

5. Conditions (where applicable)

5.1 related to course development	<ul style="list-style-type: none"> Not applicable
5.2 related to seminar/laboratory development	<ul style="list-style-type: none"> For full participation at the seminar activities, 1 point will be added to the seminar evaluation.

6. Specific built up competences

Professional competences	<p>C.3. Critical assessment of problematic situations and possible solutions in psychology</p> <p>C.3.3. Solving the problematic situations through multiple analysis</p> <p>C.3.4. Using the reasonments in order to check the validity of the arguments</p> <p>C.6. Relationships and interpersonal communication for the domain of psychology</p> <p>C.6.4. Identification of feedback provided by participants and assessment of effectiveness of communication</p>
Transversal competences	<p>CT.1. Exercising the professional tasks in accordance with ethical principles</p> <p>CT.2. Applying the appropriate team-work techniques</p>

7. Objectives of discipline (emerged out of the specific built up competences grid)

7.1 General objective of the discipline	<ul style="list-style-type: none"> ✓ Deepening of the main topics in the area of organizational behavior, linking the theoretical and practical in order to understand the own or another persons' behavior as a member of an organization
7.2 Specific objectives	<ul style="list-style-type: none"> ✓ To interpret the individual behavior in organizational context. ✓ To analyse the relationships between individual, group and organizational level ✓ To manifest a responsible attitude to main research in organizational behavior area ✓ To apply the main concepts to daily work and context

8. Content

8.1 Course	Teaching methods	Remarks
1. Introductory course: What is Organizational Behavior? (2 hours)	Lecture, conversation	Course rules and policies. Main paradigms in OB. For reading: Schemerhorn, J.R. Jr., Hunt, J.G., Osborn, R.N. (2002). <i>Organizational Behavior (7th edition)</i> (pp. 3-16). USA: John Wiley & Sons.
2. Individual level: Personality dimensions (2 hours)	Lecture, conversation, demonstration	The main personal variables with relevance in OB. Direct, mediate and moderate model. Linking personality to behaviour. For reading: Furr, M. (2009). Personality Psychology As a Truly Behavioral Science, <i>EJP</i> , 403-435
3. Individual level: Values and Attitudes (2 hours)	Lecture, conversation, demonstration	Sources and types of values. Attitudes and behaviour. Attitudes and cognitive consistency. For reading: Schemerhorn, J.R. Jr., Hunt, J.G., Osborn, R.N. (2002). <i>Organizational Behavior (7th edition)</i> (pp. 27-30). USA: John Wiley & Sons
4. Individual level: Motivation and Emotions (2 hours)	Lecture, conversation, demonstration	Theories of workplace emotions and job motivation. Emotional intelligence. For reading: Jordan, P.J., Troth, A.C. (2004). Managing emotions during team problem solving: emotional intelligence and conflict resolution. <i>Human Performance</i> , 17, 195-218.

5. Group level: group effectiveness (2 hours)	Lecture, conversation, demonstration	Stages of group development. Tasks, goals, rewards, resources. For reading: Schemerhorn, J.R. Jr., Hunt, J.G., Osborn, R.N. (2002). <i>Organizational Behavior (7th edition)</i> (pp. 87-95). USA: John Wiley & Sons
6. Group level: communication (2 hours)	Lecture, conversation, demonstration	Essentials of interpersonal communication. Communication and high performance workplace. Barriers in communication. For reading: Church, A.H. (1994). The character of organizational communication: A review and new conceptualization. <i>The International Journal of Organizational Analysis</i> , 2 (1), 18-53
7. Group level: leadership (2 hours)	Lecture, conversation, demonstration	New conceptualizations of leadership. Leadership styles. For reading: VanEeden, R., Cillers, F., van Deventer, V. (2008). Leadership styles and associated personality traits: Support for the conceptualization of transactional and transformational leadership. <i>South African Journal of Psychology</i> , 38, 253-267.
8. Group level: power & influence (2 hours)	Lecture, conversation, demonstration	Personal power. Using power and influence. Empowerment. For reading: Schemerhorn, J.R. Jr., Hunt, J.G., Osborn, R.N. (2002). <i>Organizational Behavior (7th edition)</i> (pp. 173-183). USA: John Wiley & Sons Medina, F.J., Munduate, L. (2008). Power and conflict in cooperative and competitive contexts. <i>European Journal of Work and Organizational Psychology</i> , 17 (3), 349-362
9. Group level: conflict (2 hours)	Lecture, conversation, demonstration	Types and levels of conflict. Managing conflict. For reading: Schemerhorn, J.R. Jr., Hunt, J.G., Osborn, R.N. (2002). <i>Organizational Behavior (7th edition)</i> (pp. 127-135). USA: John Wiley & Sons Aritzeta, A., Ayestaran, S., Swailes, S. (2005). Team role preference and conflict management styles. <i>The International Journal of Conflict Management</i> , 16, 157-182.
10. Organizational level: climate and culture (2 hours)	Lecture, conversation, demonstration	Cultural rules and roles. Organizational myths. Cultural development of organizations. For reading: Wright, M.A., Kim, K. (2008). Organizational and psychological climate: A review of theory and research. <i>European Journal of Work and Organizational Psychology</i> , 17 (1), 5-32
11. Organizational level: learning organizations (2 hours)	Lecture, conversation, demonstration	Definition of a learning organization. Strategic advantage of learning organizations. For reading: Colquitt, J.A., LePine, J & Noe, R. (2000). Toward an integrative theory of training motivation. <i>J of Appl Psych.</i> , 85, 678-707
12. Decision-making process in organizations (2 hours)	Lecture, conversation, problematization.	Types of decisions. Managing the decision-making process. For reading: Schemerhorn, J.R. Jr., Hunt, J.G., Osborn, R.N. (2002). <i>Organizational Behavior (7th edition)</i> (pp. 114-124). USA: John Wiley & Sons
13. Ethics and organizational behaviour (2 hours)	Lecture, conversation.	Ethical dilemmas in the workplace. Organizational social responsibility. For reading: Schemerhorn, J.R. Jr., Hunt, J.G., Osborn, R.N. (2002). <i>Organizational Behavior (7th edition)</i> (pp. 12-16). USA: John Wiley & Sons
14. Prepare for the final exam and theoretical paper. Writing skills (<i>personal development</i>) (2 hours)	Conversation, demonstration	Remembering the conditions, prepare for the theoretical paper.

Selected references (main)

Krebs, S. & Kise, J. (2006). *Work it out*. USA: Davies-Black Publishing
Schemerhorn, J.R. Jr., Hunt, J.G., Osborn, R.N. (2002). *Organizational Behavior (7th edition)*. USA: John Wiley & Sons

8.2 Seminar / laboratory	Teaching methods	Remarks
1. Behavioural manifestations of the personality dimensions (4 hours)	exercise	Associated to course number 1-2.
2. Achievement motivation. Good and bad emotions (4 hours)	exercise	Associated to course number 3-4.
3. Group size. Non-verbal and verbal communication (4 hours)	exercise	Associated to course number 5-6.
4. The servant leader. Influence tactics application (4 hours)	exercise	Associated to course number 7-8.
5. Conflict management styles: application. Organizational script analysis (4 hours)	exercise	Associated to course number 9-10

6. The dynamic learner exercise. Biases in decision-making process (4 hours)	exercise	Associated to course number 11-12
7. Controlled and non-reflective information processing in decision. (4 hours)	exercise	Associated to course number 12
References (main): Barrick, M. & Ryan, A.M. (Ed.) (2003). Personality at Work. USA: John Wiley & Sons		

1. Corroboration of discipline's content with the expectations of the scientific community, professional associations and representative employers within the field of the study program

The topics and methods of this course are based on the needs of the labor market and inputs from HR specialists, managers and practitioners. The course aims at building knowledge in the field of organizational and occupational health psychology, and developing research and evidence-based practice skills for diagnosis and intervention in organizations, therefore contributing at developing professional competences required by the College of Psychologists - Division of Work, Organization and Transport Psychology.

2. Evaluation

Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Per cent of the final mark
10.4 Course	Knowledge and skills in the area of organizational behaviour	<i>The elaboration and oral communication of a case-study</i> in the area of organizational behaviour through description and interpretation of a particular behaviour in real context.	50%
10.5 Seminar / laboratory	Academic writing skills, critical thinking	Students have two tasks to accomplish related to the seminar activity: <ul style="list-style-type: none"> <i>The group task:</i> a short presentation (a critical view) on one of the topics discussed at seminars. Specific details will be discussed at first seminar. <i>The individual task:</i> a critical review of 3 articles related to organizational behaviour topic 	50%
10.6 Minimal standards of performance			
Assessment with minimum 5 of the final evaluation (50% from the final grade), in the period of session, associated with assessment with minimum 5 of the seminar activities (50% from the final grade), corresponding to competent approaching of 50% of the requested group (for course)/individual (for seminar) tasks.			

Date of completion

16.02.2017

Signature of the course coordinator

Associate Professor PhD,

Irina Macsinga

Signature of the seminar coordinator

Associate Professor PhD,

Irina Macsinga

Date of department approval

Signature of the director of the department