

Course Unit	Happiness in the Organisation	Field of study	Social and Human Sciences
Master in	Entrepreneurship and Innovation	School	School of Technology and Management
Academic Year	2023/2024	Year of study	1
Type	Semestral	Semester	2
Level	2-1	ECTS credits	10.0
Code	5054-664-1201-00-23		
Workload (hours)	270	Contact hours	T - TP 40 PL - TC - S 12 E - OT 18 O -

T - Lectures; TP - Lectures and problem-solving; PL - Problem-solving, project or laboratory; TC - Fieldwork; S - Seminar; E - Placement; OT - Tutorial; O - Other

Name(s) of lecturer(s) José Carlos Lopes, Oliva Maria Dourado Martins, Paulo Jorge Aragao Guimaraes

Learning outcomes and competences

At the end of the course unit the learner is expected to be able to:

1. Understand what emotions are and what emotional intelligence is in order to use it to facilitate personal and organizational thinking;
2. Understand and manage personal emotions (her/his and their employees), becoming aware of the importance of organizational happiness and the possibility of managing it;
3. understand how to use the technical skills of relaxation and meditation to work with different emotional states and thoughts;
4. Discover how to intentionally cultivate positive emotions such as gratitude, joy, gentleness, compassion, tranquillity and forgiveness learning methods to integrate them in everyday daily activities;
5. Develop happiness and personal growth in the people who make up the business team, making it cohesive and efficient;
6. Learn to lead with a true vision and organizational/business purpose and formalize the model of happiness management, to the extent considered appropriate in an organization/business.

Prerequisites

Before the course unit the learner is expected to be able to:
Not applicable.

Course contents

1. Mindfulness, meditation, and relaxation; 2. Positive psychology; 3. Management of organizational happiness.

Course contents (extended version)

1. Mindfulness, meditation, and relaxation
 - Introduction to relaxation and meditation techniques (Yoga, Zen, Tai Chi and Chi Kung)
 - Relaxation techniques
 - Mindfulness overview
 - Promoting conscious leadership: focus, clarity, creativity and compassion
 - Integration in common life
2. Positive psychology
 - Emotional intelligence as a key to success
 - Emotions and work
 - Resilience at work
 - Blossoming: a new understanding of happiness and well-being
3. Organizational Happiness Management
 - Personal and organizational happiness
 - The evolution of organizations
 - The future organization
 - Model of happiness management in organizations

Recommended reading

1. Achor, S. (2018). The Happiness Advantage: How a Positive Brain Fuels Success in Work and Life (Reprint Edition). Currency.
2. Goleman, D. (2011). Leadership: The Power of Emotional Intelligence. More Than Sound.
3. Goleman, D., Boyatzis, R. E., McKee, A., & Finkelstein, S. (2015). HBR's 10 Must Reads on Emotional Intelligence. Harvard Business Review Press.
4. Goldstein, J. (2016). Mindfulness: A Practical Guide for Awakening. Sounds True.
5. Pina e Cunha, M., Rego, A., Simpson, A., & Clegg, S. (2020). Positive Organizational Behaviour. A Reflective Approach. Routledge.

Teaching and learning methods

Learning strategies based on practice - Learn by doing, using collaborative work. Debates, Workshops and Seminars on the contents, ensuring the development of the skills needed for future leaders and entrepreneurs. Flipped classroom approach where students lead the learning process. Reading or watching publications about the course contents and essay writing.

Assessment methods

1. Continuous Assessment - (Regular, Student Worker) (Final, Supplementary, Special)
 - Practical Work - 40% (Practical work related to the main contents of the curricular unit)
 - Development Topics - 60% (Team working sessions with a discussion of topics on the development and management of the company)
2. Applied only for free-unit or mobile students only - (Regular, Student Worker) (Final, Supplementary, Special)
 - Development Topics - 100% (Team working sessions with a discussion of topics on the development and management of the company)

Language of instruction

1. Portuguese
2. English

Electronic validation

José Carlos Lopes, Oliva Maria Dourado Martins	Joaquim Agostinho Mendes Leite	José Carlos Rufino Amaro
05-03-2024	05-03-2024	09-03-2024