

Course Unit	Option II - Dynamics of Social Organizations	Field of study	General Education
Bachelor in	Basic Education	School	School of Education
Academic Year	2022/2023	Year of study	2
Type	Semestral	Semester	1
Level	1-2	ECTS credits	3.0
Code	9853-531-2106-01-22		
Workload (hours)	81	Contact hours	T - , TP 27, PL - , TC - , S - , E - , OT 9, 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) Cristina Maria Mesquita Gomes, Sofia Marisa Alves Bergano

#### Learning outcomes and competences

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

1. Knowing different types of Social organizations and its contextual framework
2. Analyze organizations, considering their age and size
3. Knowing the assumptions and fundamentals of organisational models
4. Locating the different organisational models in their specific contexts and social dynamics
5. Connecting administration processes and organisational models, particularly in terms of change and qualitative improvement
6. Elaborating categories and indicators a system for examining the formation and functioning organizational

#### Prerequisites

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

#### Course contents

- Conceptual framework of the organizations - Age and dimension of organizations - Individuals and organizations: commitment and involvement of people on organizations - Groups and organizations - Organizational Theories - Organizational analysis and diagnostic - Corporate social responsibility

#### Course contents (extended version)

1. Conceptual framework of the organizations
  - Concept of organization
  - Types of social organizations
2. The age and size of organizations
  - Structures and stages of structural development
  - Organizational structures. Key elements - diversity of configurations.
3. Individuals and organizations: commitment and involvement of people in organisations
4. Groups and organizations
  - Definition and types of groups
  - The groups in organizations
5. Organizational theories
  - Traditional approaches
  - Addressing the human relations
  - Systemic socio-sociotechnics approaches
  - Contingential approaches
  - Political issues of organizations
  - Ecological perspective
  - Macrosocial issues and critical trends on organizations
6. Organizational analysis and diagnostic
  - Organizational diagnostic models
  - Diagnostic methods: Interviews; questionnaires and observation. Documents and recordings.
7. Corporate social responsibility
  - Ethic questions and dilemmas
  - The organizational need of receiving but also of giving and influencing the surrounding context

#### Recommended reading

1. Bilhim, J. (1996). Teoria Organizacional. Instituto Superior de Ciências Sociais e Políticas.
2. Cunha, M. P. , Rego, A. , Neves, P. , Cabral-Cardoso, C. , & Campos e Cunha, R. (2014). Manual de Comportamento Organizacional e Gestão (7ª ed. ). RH Editora.
3. Ferreira, J. M. C. , Neves, J. & Caetano, A. (Coord. ) (2001). Manual de Psicossociologia das Organizações. Editora McGraw-Hill de Portugal.
4. Mintzberg, H. (2004). Estrutura e Dinâmica das Organizações. Dom Quixote.
5. Teixeira, S. (1998). Gestão das Organizações. McGraw-Hill de Portugal.

#### Teaching and learning methods

- Discussion and debate - Group dynamics - Case study

#### Assessment methods

1. Continuous evaluation - (Regular, Student Worker) (Final)
  - Intermediate Written Test - 60% (Written test about the contents.)
  - Presentations - 15% (Individual analysis and reflexion of the case study written)
  - Practical Work - 25% (Work sheets)
2. Exam evaluation - (Regular, Student Worker) (Supplementary, Special)
  - Final Written Exam - 100% (Written examination about the contents, goals and skills of program (100%).)

#### Language of instruction

Portuguese

## Electronic validation

Cristina Maria Mesquita Gomes, Sofia Marisa Alves Bergano	Maria do Céu Ribeiro	Maria Cristina do Espírito Santo Martins	Carlos Manuel Costa Teixeira
05-01-2023	05-01-2023	08-01-2023	09-01-2023