

Course Unit	Organizational Behaviour	Field of study	Social and Behaviour Sciences
Master in	Management - Health Services Management	School	School of Technology and Management
Academic Year	2019/2020	Year of study	1
Type	Semestral	Semester	1
Level	2-1	ECTS credits	6.0
Code	5009-517-1102-00-19		
Workload (hours)	162	Contact hours	T - , TP 42, PL - , TC - , S 3, E - , OT - , 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) Vítor Fernando Silva Simões Alves

#### Learning outcomes and competences

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

1. Understand and explain the processes thru which organizations are structured and influenced by their environment.
2. Understand and explain the organizational dynamics, according to the environment-structure interaction.
3. Consider and enhance corporate culture and corporate culture management value when dealing with persons and organizations.
4. Recognize the existence of political processes inside organizations and their management value.
5. Understand cultural diversity and cross-cultural aspects of organizations and their relevance for people and behaviour management.
6. Conclude about the relevance of company mission and project and corporate culture management in organizational change processes.
7. Recognize the relevance and difficulties associated with organizational change processes.

#### Prerequisites

Before the course unit the learner is expected to be able to:

1. Fluent reading and comprehension in English.
2. Good writing expression.

#### Course contents

Organizational structure and dynamics; Corporate culture and climate; Power and politics in organizations; Company's mission and project; Organizational change.

#### Course contents (extended version)

1. Organizational structure and dynamics;
  - Conception parameters; contingency factors; structural configurations;
2. Corporate culture and climate;
  - Notions, perspectives and dimensions; Corporate and Management; Corporate culture and change;
3. Power and politics in organizations;
  - Interpersonal and intergroup influence;
4. Company's mission and project;
  - Strategy, goals and corporate mission;
5. Organizational change.
  - Nature and goals; Strategy and processes; Change processes and leadership; Resistance to change;

#### Recommended reading

1. Ferreira, J. M., Neves, J. & Caetano, A. (2011). Manual de Psicossociologia das Organizações. Lisboa: Escolar Editora.
2. Huczynski, A. A. & Buchanan, D. A. (2013). Organizational Behavior. 8th Edition. Toronto: Pearson Education Limited.
3. Johns, G. & Saks, A. (2014). Organizational Behavior: understanding and managing life at Work. Ninth Edition. Toronto: Pearson.
4. Mintzberg, H (2010). Estrutura e Dinâmica das Organizações. Lisboa: Publicações D. Quixote. ISBN: 9789722040006
5. Pina e C. , M. ; Rego, A; Cabral-C, C., Campos C. , R. & Neves, P. (2016). Manual de Comportamento Organizacional e Gestão. 8ª Ed. : Lisboa: RH Editora.

#### Teaching and learning methods

Verbal transmission of theoretical contents (expository teaching method); promotion of debates, discussion and clarification of course topics; attainment of individual and group work "essays" to be presented to the classroom.

#### Assessment methods

1. Alternative 01: - (Regular, Student Worker) (Final)
  - Intermediate Written Test - 80%
  - Case Studies - 20%
2. Alternative 02: - (Regular, Student Worker) (Final, Supplementary, Special)
  - Final Written Exam - 100%
3. Alternative 03: International Students - (Regular, Student Worker) (Final, Supplementary)
  - Practical Work - 40%
  - Final Written Exam - 60%
4. Alternative 04: International Students - (Regular, Student Worker) (Special)
  - Final Written Exam - 100%

#### Language of instruction

1. Portuguese
2. English

#### Electronic validation

Vítor Fernando Silva Simões Alves	António Borges Fernandes	Paula Odete Fernandes	Paulo Alexandre Vara Alves
12-11-2019	12-11-2019	12-11-2019	15-11-2019