Course Unit	Organisational Behaviour of International Firms			Field of study	Social and Human Sciences		
Bachelor in	International Business Management			School	School of Technology and Management		
Academic Year	2021/2022	Year of study	1	Level	1-1	ECTS credits	6.0
Type	Semestral	Semester	2	Code	8487-711-1201-00-21		

Workload (hours)	162	Contact hours	T	-	TP	50	PL	-	TC	-	S	-	E	-	OT	10	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)	Nuno Filipe Lopes Moutinho, Sandra Herminia Cardoso Oliveira

Learning outcomes and competences

At the end of the course unit the learner is expected to be able to:
1. Understand the individual and non-individual organizational processes related to the organizational behaviour field;
2. Understand the organizational practices in international companies;
3. Design and implement effective strategies, based on theoretical approaches;
4. Increase knowledge regarding behaviour and performance in an organization in order to be able to exert influence on them.

Prerequisites

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

Course contents

Organizations and organizational behaviour. Internal organizational development. Organizational culture: GLOBE Model. Organizational level and organizational environment. Determinants of organizational behaviour. Motivation. Communication. Cross-cultural leadership. Negotiation. Decision making. Work teams and self-management.

Course contents (extended version)

1. Organizations and organizational behaviour: organizational structure and strategy
   - Organizations and elements of the organizational structure
   - Organic and mechanistic structures
   - Organizational structure and organizational behaviour
2. Internal organizational development
   - Objectives, agents and organizational development process
   - Organizational development techniques
3. Organizational culture: GLOBE Model
   - Organizational climate and culture
   - Iceberg of organizational culture
4. Organizational level and organizational environment
   - Organizational levels
   - Internal and external environment
5. Organizational behaviour: determinants of organizational behaviour
   - Organizational behaviour and human capital management
6. Motivation: the combination of internal and external energies/forces
   - Theories of work motivation
   - Intrinsic and extrinsic motivation
   - Motivation and organizational performance
7. Communication: cross-cultural communication
   - Interpersonal and organizational communication
   - Emotional intelligence
   - Cross-cultural communication
8. Cross-cultural leadership
   - Classic and emerging leadership approaches
   - Leadership versus management
   - Cross-cultural leadership
9. Negotiation: the influence of cultural context
   - Conflict and negotiation
   - Conflict management
10. Decision making: levels of decision making
    - Models of decision-making
    - Individual and group decision-making
    - Organizational decision-making
11. Work teams and self-management
    - Groups and work teams
    - Group development
    - Self-managed work teams

Recommended reading

1. Buchanan, D., & Huczynski, A. (2019). Organizational Behaviour (10th ed.). Pearson.
2. Johns, G., & Saks, A. (2016). Organizational Behavior: understanding and managing life at work (10th ed.). Pearson.
3. Locke, E. (2012). Handbook of Principles of Organizational Behavior (2nd ed.). Wiley.
4. Robbins, S. P., & Judge, T. A. (2018). Organizational Behavior (18th ed.). Pearson.
5. McShane, S. L., & Glinow, M. A. V. (2021). Organizational Behavior: Emerging Knowledge. Global Reality (9th ed.). McGraw-Hill Higher Education

Teaching and learning methods

Theoretical lectures in which concepts are explained followed by discussing exercises where students are encouraged to debate the different perspectives of organizational behaviour. Class workshops on practical situations and case studies. Students will be invited to perform individual tasks related to several topics of the unity.

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Assessment methods

1. Alternative 1 - (Regular, Student Worker) (Final)
   - Intermediate Written Test - 100% (4 In-Class Questions (25%/each))
2. Alternative 2 - (Regular, Student Worker) (Final, Supplementary, Special)
   - Final Written Exam - 100%

Language of instruction

English

Electronic validation

Nuno Filipe Lopes Moutinho	António Borges Fernandes	Paulo Alexandre Vara Alves
06-03-2022	11-03-2022	18-03-2022

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