

## SYLLABUS

### 1. Information regarding the programme

1.1 Higher education institution	Babeş-Bolyai University
1.2 Faculty	Faculty of Sociology and Social Work
1.3 Department	Sociology
1.4 Field of study	Sociology
1.5 Degree	Master's degree
1.6 Study programme/ Qualification	Master's degree in Strategic human resources management

### 2. Information regarding the course

2.1 Course title	Organisational behavior						
2.2 Lectures held by	Lector dr. Anca Simionca						
2.3 Seminars held by							
2.4. Year of study	1	2.5 Semester	2	2.6. Type of evaluation	Exam	2.7 Course type	Compulsory

### 3. Total estimated time (hours/semester of didactic activities)

3.1 Hours per week	3	Of which: 3.2 lectures	2	3.3 seminar/laboratory	1
3.4 Total hours in the curriculum	42	Of which: 3.5 lectures	28	3.6 seminar/laboratory	14
Distribution of time:					hours
Learning using manual, course support, bibliography, course notes					38
Additional documentation (in libraries, on electronic platforms, field documentation)					40
Preparation for seminars/labs, homework, papers, portfolios and essays					25
Tutorials					2
Evaluations					3
Other activities:					
3.7 Total hours of individual study	108				
3.8 Total hours per semester (number of credits x 25 hours)	150				
3.9 Number of ECTS credits	6				

### 4. Prerequisites (if necessary)

4.1. curriculum	---
4.2. competencies	---

### 5. Conditions (if necessary)

5.1. for the lectures	---
5.2. for the seminar/ lab activities	---

### 6. Specific competencies acquired:

<b>Professional competencies</b>	<ul style="list-style-type: none"> <li>• Demonstrate advanced knowledge of concepts, theories and methodologies used in human resource management;</li> <li>• Manage labour relations and conflicts within organizations;</li> <li>• Organize the process of personnel recruitment and selection in organizations;</li> <li>• Design strategies of organizational communication for the improvement of labour relations;</li> </ul>
<b>Transversal competencies</b>	<ul style="list-style-type: none"> <li>• Use the acquired knowledge and methods in diverse contexts and social activities;</li> <li>• Communicate in writing and orally on professional matters in an international language and work efficiently in different cultural contexts;</li> <li>• Work efficiently in trans-disciplinary teams on various levels of intra- and inter- organizational hierarchies.</li> </ul>

## 7. Course Objectives (outcome of the acquired competencies)

7.1 General objective of the course	<p>The overarching goal of the "Organizational Behavior" MA class is to cultivate in students a profound mastery of the intricate dynamics that shape contemporary organizations. By exploring diverse facets such as workplace diversity, personality, motivation, team dynamics, conflict resolution, and technological influences, the class aims to develop students into adept analysts and practitioners. Through critical examination of sources producing organizational knowledge and the interplay between individual identity and organizational culture, the objective is to empower students with a nuanced understanding of the multifaceted dimensions of organizational behavior. Ultimately, the course aspires to instill in students the capacity to navigate and positively influence the complex and evolving landscape of organizational life.</p>
7.2 Specific objective of the course	<p>To equip students with a specialized skill set to identify, analyze, and strategically address conflicts within organizational settings. This objective focuses on developing practical conflict resolution skills, considering the various sources of conflict and power dynamics within teams and organizations.</p> <p>Provide students with a focused exploration of the intersection between technology and organizational life. This objective aims to deepen their understanding of how technological advancements influence communication, collaboration, and overall dynamics within contemporary workplaces, fostering an informed approach to organizational behavior in the digital age.</p>

	To enable students to critically assess the interplay between organizational culture and structure. This objective aims to develop analytical skills for understanding how the values, norms, and beliefs embedded in organizational culture interact with the formal and informal aspects of organizational structure. Students will learn to identify congruence or incongruence between culture and structure, and propose strategies for enhancing organizational effectiveness through alignment.
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## 8. Content

<b>8.1 Lectures</b>	<b>Teaching methods</b>	<b>Obs.</b>
1. Introduction	Lecture, ppt presentation	
2. Work in contemporary organizations: main features and tensions	Lecture, ppt presentation	
3. Who produces knowledge about organizations and to what end?	Lecture, ppt presentation	
4. Sources of diversity in organizations	Lecture, ppt presentation	
5. Personality and identity in the workplace	Lecture, ppt presentation	
6. Motivation in the workplace	Lecture, ppt presentation	
7. The self in the workplace	Lecture, ppt presentation	
8. Team and group dynamics	Lecture, ppt presentation	
9. Conflict and power in organizations	Lecture, ppt presentation	
10. Organizational misbehaviour	Lecture, ppt presentation	
11. Technology and organizational life	Lecture, ppt presentation	
12. Organizational culture	Lecture, ppt presentation	
13. Organizational structure	Lecture, ppt presentation	
14. Conclusions	Lecture, ppt presentation	
<b>8.1 Seminars</b>	<b>Teaching methods</b>	<b>Obs.</b>
1. Introduction	Discussion, on-site exercises	
2. Work in contemporary organizations: main features and tensions	Discussion, on-site exercises	
3. Who produces knowledge about organizations and to what end?	Discussion, on-site exercises	
4. Sources of diversity in organizations	Discussion, on-site exercises	

5. Personality and identity in the workplace	Discussion, on-site exercises, student presentations	
6. Motivation in the workplace	Discussion, on-site exercises, student presentations	
7. The self in the workplace	Discussion, on-site exercises, student presentations	
8. Team and group dynamics	Discussion, on-site exercises, student presentations	
9. Conflict and power in organizations	Discussion, on-site exercises, student presentations	
10. Organizational misbehaviour	Discussion, on-site exercises, student presentations	
11. Technology and organizational life	Discussion, on-site exercises, student presentations	
12. Organizational culture	Discussion, on-site exercises, student presentations	
13. Organizational structure	Discussion, on-site exercises, student presentations	
14. Conclusions	Discussion, on-site exercises, student presentations	

## 8.2 Bibliography

**Chapter 2 Work and the gig economy** in Bratton, John, *Work and organizational behaviour*. Bloomsbury Publishing, 2020.

**Chapter 1** in Bratton, John. *Work and organizational behaviour*. Bloomsbury Publishing, 2020.

**Chapter 4. Class, gender, race and equality** in Bratton, John. *Work and organizational behaviour*. Bloomsbury Publishing, 2020.

**Chapter 13** in Volti, Rudi. *An introduction to the sociology of work and occupations*. Sage Publications, 2011.

**Chapter 5. Personality and self-identity** in Bratton, John. *Work and organizational behaviour*. Bloomsbury Publishing, 2020.

**Chapter 7. Motivation** in Bratton, John. *Work and organizational behaviour*. Bloomsbury Publishing, 2020.

**Chapter 6: The changing organisation and control of work** in Watson, T. (2011). *Sociology, work and organisation*. Routledge. Pp: 152-180

**Chapter 11 (“Group structure”)** Buchanan, D. A., & Huczynski, A. A. (2019). in *Organizational behaviour*. Pearson UK.

**Chapter 17 Power, Politics and Conflict** in Bratton, John. *Work and organizational behaviour*. Bloomsbury Publishing, 2020.

**Chapter 14** in Barling, Julian and Cary L. Cooper, eds (2008). *The SAGE Handbook of Organizational Behavior: Volume One: Micro Approaches*. Vol. 1. Sage

**Chapter 16 Organisational misbehaviour** din Wilson, Fiona M. *Organizational behaviour and gender*. Routledge, 2017.

**Chapter 12 Resistance mischief humour and the defence of self** *din* Watson, T. (2011). *Sociology, work and organisation*. Routledge. Pp: 152-180

**Chapter 11 Unruly subjects: Misbehaviour in the workplace** din Edgell, S., Gottfried, H., & Granter, E. (Eds.). (2015). *The SAGE handbook of the sociology of work and employment*.

**Chapter 3 Technnology** din Buchanan, D. A., & Huczynski, A. A. (2019). *Organizational behaviour*. Pearson UK.

Recomandat

**Chapter 12 Technology** din Bratton, John. *Work and organizational behaviour*. Bloomsbury Publishing, 2020.

**Chapter 4 Organisational culture** din Buchanan, D. A., & Huczynski, A. A. (2019). in *Organizational behaviour*. Pearson UK.

**Chapter 13 Culture** din Bratton, John. *Work and organizational behaviour*. Bloomsbury Publishing, 2020.

**Chapter 15. Elements of structure** din Buchanan, D. A., & Huczynski, A. A. (2019). in *Organizational behaviour*. Pearson UK.

## 9. Corroborating the content of the discipline with the expectations of the epistemic community, professional associations and representative employers within the field of the program

The course covers the main tensions in the field of people organizing, thus preparing students for the challenging roles they will have with tools to understand the deeper underpinnings of concrete situations and alternative ways of tackling problems.

## 10. Evaluation

Activity:	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Percentage of the final grade
10.4 Lectures	Knowledge of the main concepts, ideas and arguments pertaining to the OB field (as presented in the class)	Quiz	50%
10.5 Seminars	Proven capacity of analysing a case study using the conceptual tools developed throughout the class	Either: 1) Oral presentation of an original case study + questions and answers	50%

	BONUS: Presence and active participation in class	2) Written exam – analysis of a given case study by replying to 3 questions based on the conceptual tools developed through the class  Physical presence and completion of on-site exercises	10%
<p>10.6 Minimum requirements:  - at least 50% of the quiz correct answers  - minimum proven capacity to analyze a case study (either oral of their own choice or in writing during the written examination)</p> <p>Plagiarism will be promptly sanctioned according to university regulations.  In order to pass students should get at least 5 points from a maximum of 10 points corresponding to the maximum score/ grade.</p>			

Date: 15.09.2023

Signature of course lecturer /seminar tutor

Date of approval: 15.09.2023

Signature of the head of department