



APPLIES TO ACADEMIC YEAR 2012/2013

GRA 8083 Organizational Behaviour

Programme

Executive Master of Business Administration (EMBA) Program

Responsible for the course

Lars Glasø

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

5

Language of instruction

English

Introduction

Organizational behavior is the study of the structure, functioning and performance of organizations, and the behavior of groups and individuals within them. This course will provide an overview of contemporary research based knowledge in organizational behavior, and an overview of the most important topics, concepts, and contributions within this field.

In this course we emphasize the human side of organizations. While less informed leaders sometimes consider this area as "soft" and not very important for organizational effectiveness, recent decades of research has shown that human capital development is actually one of the most promising investment areas in our time. Thus, this course will review psychological theory in areas of communication, emotion, motivation, HRM, organizational culture, group dynamics, conflicts, stress, workplace bullying, change and resistance to change as well as individual differences like human personality and constructive and destructive leadership behavior. Research in these areas has provided results that sometimes oppose common logic and practice and these research results have been considered to be an important basis for value creation in most organizations.

Learning outcome

Knowledge

The course participants shall obtain a basic understanding of contemporary research knowledge in organizational behavior, and get an overview of the most important topics, concepts, and contributions within this field.

Skills

After completion of the course, the students should be able to examine critically theories and studies in organizational behavior. They should know how research in organizational behavior may be conducted, and see how this knowledge may be applied to real life situations. During this module participants should develop a broad, differentiated, and a practitioner oriented view on how to develop human capital to reach strategically based goals.

Reflection

The participants should be able to communicate and discuss major theories and research findings from this field, taking into account strengths and limitations as well as cultural perspectives.

Prerequisites

Bachelor degree or equivalent, 4 years work experience, managerial experience and good written and oral knowledge of the English language. Please confirm our Student regulations.

Compulsory reading

Books:

Greenberg, Jerald. 2011. Behavior in organizations. 10th ed. Pearson. Chapter 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 16,

Collection of articles:

Selected articles in compendium

Recommended reading

Course outline

Theories of individual differences in abilities and personality.
Emotion, motivation, well-being, and productivity.
Creativity and innovation.
Theories of leadership.

Tentative topic schedule

Part 1: Individual differences in ability and personality
Part 2: Emotion, motivation, learning, and creativity
Part 3: Groups, teams and social psychology
Part 4: Leadership and leadership development

Computer-based tools

Learning process and workload

The course duration is 32 hours and class meetings will consist of lectures, student presentations, group exercises and discussions of the main topics. Students are expected to participate actively and to make class presentations during the course.

If the course is held over two semesters, for administrative reasons the students are registered at the program code GRA 8084 in the first semester. In the second semester they are registered at the program code GRA 8085 .

Examination

The final grade is a composition of

- 1) a class presentation (20%) given by groups based on a case and research literature
- 2) a Term paper (80%) written by groups of students

Examination code(s)

GRA 80831 - Process evaluation; accounts for 100 % to pass the program GRA 8083, 5 ECTS credits

The course is a part of a full Executive Master of Business Administration Program and all evaluations must be passed to obtain a certificate for the degree.

Examination support materials

Re-sit examination

Re-takes are only possible at the next time a course will be held. When course evaluation consists of class participation or process elements, the whole course must be re-evaluated when a student wants to retake an exam. Retake examinations entail an extra examination fee.

Additional information