

Course title: Organizational behavior			
Course convenor: Andrea Okanović			
Course status: Required, Fourth Semester			
ECTS: 9			
Requirement: none			
Course aims: Development of competency, knowledge and skills in the field of organizational behavior, that is, the behavior of people in organizations, using different scientific disciplines (management, psychology, sociology, anthropology, etc..) and their instruments, research, so that experts, consultants and change agents would be able to understand and predict human behavior in order to improve the performance of organizations and of its members. The aim of subject is also, understanding and managing the human part of work (the question of motivation, group dynamics and team work, communication, leadership, conflict management, power and negotiation, organizational culture, organizational change, etc..) in the function of creating a competitive advantage through a study of organizational behavior.			
Course outcome: Bachelor of Economics who will with their key skills, competencies and abilities be able to proactively manage an organization by improving its performance and satisfaction of its members.			
Course content: <i>Theory classes:</i> Volume of organizational behavior. Individual processes and behavior (personality and uniform characteristics of personality, perception of individual learning, attitudes toward work and job satisfaction, motivation). Interpersonal processes and behavior (groups and teams, leadership, decision making, conflict, power, and political processes). Organizational processes and behaviors (organizational culture, national culture, organizational learning, organizational change). Organizational design and behavior (performance evaluations of employees, rewarding employees, models of organizational structure). Organizational change and development (radical change and models of leadership changes). <i>Practice classes :</i> Applied research in specific organizations by using case studies, surveys and other research methods.			
Recommended Literature: 1. Robbins, S., Judge, T.A. (2010), Organizational Behavior, Prentice Hall 2. Ivancevich J., Konopaske, R., Matteson, M. (2010), Organizational Behavior and Management, Boston, McGraw Hill, Irwin			
Number of active teaching classes	Theory classes: 3		Practice classes: 3
Teaching methods: Lectures, exercises, consultations, case study methodology, seminar paper.			
Knowledge assessment			
Pre-exam tasks	points	Final exam	poeni
In-class activity	10	written exam	
Practice classes		oral exam	30
Mid-term tests	50		
Seminar papers	10		