**COURSE DESCRIPTION (Group C)**

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| **Course code** | **Course group** | **Volume in ECTS credits** | **Course valid from** | **Course valid to** |
| VAD2010 | C | 4 | 2022 04 15 | 2025 02 01 |

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| **Course type (compulsory or optional)** | Compulsory |
| **Course level (study cycle)** | First cycle |
| **Semester the course is delivered** | 4 |
| **Face-to-face, distance or blended studies** | Face-to-face / Distance |

**Course title in Lithuanian**

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| ORGANIZACINĖ ELGSENA |

**Course title in English**

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| ORGANISATIONAL BEHAVIOUR |

**Short course annotation in Lithuanian (up to 500 characters)**

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| Dalyko paskirtis – studijuoti svarbiausias organizacinės elgsenos sąvokas, koncepcijas, modelius, procesus bei praktinio taikymo perspektyvas. Baigę dalyką studentai įgys žinių apie organizacinės elgsenos elementus - individo, grupės ir organizacijos lygmenyse ir gebės paaiškinti, numatyti ir kontroliuoti žmogiškuosius procesus organizacijose. |

**Short course annotation in English (up to 500 characters)**

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| The aim of the course is to study the main notions, concepts, models and processes of organisational behaviour, as well as the perspectives of their practical application. Having completed the course, students will acquire knowledge of the elements of organisational behaviour on individual, group and organisational levels and will be able to explain, predict and control human processes in organisations. |

**Prerequisites for entering the course**

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| Essentials of Management |

**Course aim**

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| To teach students to analyse aspects of human behaviour in an organisation on individual, group and organisational levels. |

**Links among study programme outcomes, course outcomes, content, study and assessment methods**

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| **Study programme: *Business Administration* Programme outcomes** | **Course outcomes** | **Content (topics)** | **Study methods** | **Assessment methods** |
| 2. Apply the principles, methods and tools of traditional and modern theories in the field of marketing, finance, human resources, operations and other areas of business management, taking into account the modern business environment at the national and global levels. | 1) To describe the concept, aims, tasks and challenges of organisational behaviour | 1. The concept of organisational behaviour. | *Teaching methods:* presentation of information (explanation, illustration) using visual aids; case-based lecture; formulation and explanation of problem-oriented examples, issues and practical tasks; moderation of discussion; consultation.  *Learning methods*: individual work: search for and analysis of information presented in educational literature, periodicals, statistical literature, on internet, etc.; analysis of written and video cases; analysis of problem-oriented examples and issues; preparation of practical tasks; discussion; consulting; group consideration on seminar tasks; group work during the preparation of group oral presentation; oral self -reflection. | Written assessment (colloquium and examination); assessment of implementation of seminar tasks; assessment of independent group work and its oral presentation. |
| 2) To analyse organisational behaviour in individual, group and organisation levels | 1. Personality and values 2. Attitudes and job satisfaction 3. Emotions and decision making 4. Motivation theories. 5. Motivation of employees. 6. Positive organisational behaviour 7. Groups and teams in an organisation. 8. Communication. 9. Leadership. 10. Power and politics. 11. Conflicts and negotiation. 12. Organisational structure. Personnel policies and practices. 13. Organisational culture. 14. Organisational changes and development. |
| 4. Identify and critically evaluate the economic, social and ethical challenges of businesses, after analysing the factors of the changing business environment and their possible impact on business, also taking the business mission and strategic goals into account. | 3) To choose the methods solving problems in organisational behaviour |
| 7. Demonstrate the core values ​​and principles necessary for a business professional, to apply systematic approach, analytical, critical and creative thinking in performing various business administration activities, ability to responsibly make ethical, innovative and creative decisions in the field of business administration, take responsibility for the taken decisions and their impact on society and the environment and to pursue continuous formal and non-formal learning. | 4) To prepare an oral presentation of an independent group work after analysis of organisational behaviour in particular organization |
| 6. Effectively communicate and work in a team and partnership with stakeholders in various organizations, discuss relevant professional issues in an interdisciplinary environment, take the initiative and leadership in creating, initiating and implementing business management change in organizations. | 5) To demonstrate the skills of group work preparing independent group work and performing seminar tasks in organisational behaviour field |

**Criteria of learning achievement evaluation**

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| 1. The student is able to describe at least half of the given concept, aims, tasks and challenges of organisational behaviour.  2. The student analyses at least half of the given features of organisational behaviour in individual, group and organization levels.  3. At least half of student’s chosen methods fits for solving problems in organisational behaviour.  4. The student’s and his/her group oral presentation of analysis of organisational behaviour in particular organization meets at least half of requirements for independent group work.  5. The student demonstrates at least partial skills of group work preparing independent group work and performing seminar tasks in organisational behaviour field. |

**Distribution of workload for students (contact and individual work hours)**

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| **Study forms** | **Hours in face-to-face studies** | **Hours in online studies** |
| Lectures | 45 hours | 45 val. |
| Contact work hours in total | 45 hours | |
| Individual student work | 62 hours | |
| **Total:** | **107 hours** | |

**Structure of cumulative score and value of its constituent parts**

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| Midterm – 20%  Group homework – 20 %  Individual and group work during semester – 30 %  Exam - 30 % |

**Recommended reference materials**

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| **No** | **Publication year** | **Authors and title of publication (e-source)** | **Number of copies in University libraries or link to e-source** |
| ***Basic materials*** | | | |
| 1. | 2006 | Robbins St., Timothy.A. *Organizational Behaviour. 18th ed* | 1 |
| 2 | 2010 | Robbins St., JudgeT. *Organizational Behaviour* | 1 |
| 3 | 2015 | Luthans, F. Organizational Behavior: An Evidence-Based Approach, 13th Ed. | <https://search-ebscohost-com.ezproxy.vdu.lt:2443/login.aspx?direct=true&AuthType>  =ip,url,uid&db=nlebk&AN=999823&site=ehost-live&custid=ns195314 |
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| ***Supplementary materials*** | | | |
| 1. | 2006 | Mullins L.J. *Essentials of Organizational Behaviour.* | 1 |
| *2* | 2020 | Guillen, M. Motivation in Organisations: Searching for a Meaningful Work-Life Balance | <https://search-ebscohost-com.ezproxy.vdu.lt:2443/login.aspx?direct=true&AuthType>  =ip,url,uid&db=nlebk&AN=2601087&site=ehost-live |

**Course description designed by**

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