



<b>Denominazione/Name</b>	ORGANIZATIONAL BEHAVIOUR
<b>Moduli componenti/Course unit</b>	-
<b>Settore scientifico-disciplinare /Academic discipline</b>	SECS P/10
<b>Anno di corso e semestre di erogazione / Academic year and semester</b>	2nd year, 2nd semester
<b>Lingua di insegnamento / Teaching language</b>	English
<b>Carico didattico in crediti formativi universitari / CFU</b>	6
<b>Numero di ore di attività didattica frontale / N. hours</b>	36
<b>Docenti / Instructors</b>	Daniela Isari
<b>Risultati di apprendimento specifici /Expected Learning Outcomes</b>	<p>Taking a managerial perspective, the course aims to develop student's understanding of the role of people within organisations and how people behave in organisations: as individuals, as a part of a system of interactions, and as leaders or members of a working group. Students will be provided with theoretical and practical know-how regarding the strategies and decisions involved in people management, in order to build sustainable work relationships and improve individual and group performance. Some class time will be dedicated to an in-depth examination of some of the relational and managerial skills that are currently most in demand within organizations. Finally, the course is aimed at developing student's awareness of organizational culture, its impact on individual, group and role behavior and how it influences the processes of organizational change and innovation.</p> <p>Key Competencies:</p> <p><u>Knowledge and ability to understand</u></p> <p>At the end of this course students should be able to:</p> <p>develop their knowledge of organizational behavior theories and principles</p> <p>understand the factors influencing people's behavior within organizations, like division of labour and coordination mechanisms, motivation and engagement processes, teamwork and group dynamics, leadership and role relationships, the evolution of technology and communication forms, organizational culture.</p> <p><u>Autonomy of judgment</u></p> <p>At the end of this course students should be able to:</p> <p>develop a critical and comparative awareness of the modalities of social and role relationships within the organizations they get in touch with and within the enterprises they will work for in the future;</p> <p>assess and evaluate problems related to people management, change management, engagement and motivation, communication and team leading within complex organizations;</p> <p>compare strong and weak points of different people management strategies in order to choose appropriate solutions, to identify best practices and build sustainable relationship models between organizations and employees.</p> <p><u>Communication skills</u></p> <p>At the end of this course students should be able to:</p> <ul style="list-style-type: none"><li>- properly use the specific language of the discipline</li><li>- communicate effectively with other professionals within the context of enterprises and organizations</li></ul>
<b>Programma / Course Syllabus</b>	The course programme is structured into three different content areas, in order to cover issues related to the role of the individual within organizations, the relationship dynamics and processes among individuals, groups and roles, the cultural and change processes within organizations. The three areas are



	<p>interconnected and will provide an overall overview of the behaviour skills currently demanded by business organizations.</p> <p>Specifically, the three different content areas are:</p> <ol style="list-style-type: none"><li>1) Individual behavior within organizations; Individual differences and personality ; Job satisfaction, empowerment and engagement.</li><li>2) Individual performance determinants: motivation and skills; Motivation processes and strategies; Perceptions and individual decisional process.</li><li>3) Relational and interpersonal processes within organizations; Group dynamics and processes; Teamworking: adoption, effectiveness, competences; Communication processes within organisations; Organizational power and leadership; Organizational culture; Organizational change</li></ol>
<b>Tipologie di attività didattiche previste e relative modalità di svolgimento / Course Structure</b>	<p>The teaching and learning process is dynamic and requires active student participation: students will analyse company case studies and incidents in group, they will participate to guided simulation games and assessment sessions: practical experiences will be followed by guided debriefing and a class discussions to share the main lessons learnt; lectures will provide the sharing of theoretical models. Regular class attendance is highly recommended.</p>
<b>Metodi e criteri di valutazione dell'apprendimento / Evaluation Methods</b>	<p>The evaluation is based on individual oral examination which includes four open questions aimed to assess the understanding of the main models and theories of the discipline and the ability to use theoretical models to interpret and analyse organizational behaviour in business contexts.</p>
<b>Criteri di misurazione dell'apprendimento e di attribuzione del voto finale / Assessment Methods</b>	<p>The final grade will be expressed in 30/30 and will depend on a global appreciation of the reaching of the learning objectives; all questions equally contribute to the final grade.</p>
<b>Propedeuticità/ Prerequisites</b>	<p>Previous knowledge of Organization theory and design</p>
<b>Materiale didattico utilizzato e materiale didattico consigliato / Teaching and didactic material</b>	<p>French Ray, Rayner Charlotte, Rees Gary, Rumbles Sally, Organizational Behaviour, Wiley, 2015, 3rd Edition (Selected Chapters).</p>