

Organizational Behavior

This course is the basic course in Organizational Behavior, the interdisciplinary field that examines the functioning of people in the context of organizations through the systematic study of individual, group and organizational processes. Humans possess both common functions (cognition, sensations, emotions, etc.) and different individual characteristics (such as attitudes, motivation, skills). At the same time, within the framework of an organization, they are invited to communicate, acquire new knowledge and skills, collaborate in teams and achieve the goals of the organization, but also their personal goals. The organizations themselves, however, are influenced and influence individuals through their structures, their power relations, their organizational culture. Thus, the aim of organizational behavior is to improve the effectiveness of organizations and the quality of life of the people who live and work in them, combining three levels of analysis: individual, processes and organizational processes.

The aim of the course is to familiarize students with the basic concepts of Organizational Behavior and to acquire the necessary background on basic human processes and Individual Differences, communication, learning, group dynamics, conflict management, leadership, organizational culture, organizational structure but also organizational development and change management. The parallel goal is for students to cultivate the necessary skills, abilities, and attitudes to properly evaluate data in the complex environment of companies and organizations and to take responsible administrative decisions that will be guided by the improvement and development of each employee and the organization.