

UPF - Organizational Behaviour

Informació de la Guia Docent

Teaching language:

Plenary session: Group 1: English

Number of credits:

6.0 ECTS

1. Basic description

Academic center: Escola Superior de Comerç Internacional

Degree / Course: International Business Program

Contact hours: 45

Total number of hours imparted: 150

Lecturer: Jan Philipp Czakert (jan.czakert@prof.esci.upf.edu)

Timetable: [Sigma schedule](#)

Office hour:

2. Presentation of the course

"How can individuals and groups within organizations work together effectively to achieve their goals while maintaining well-being, job satisfaction, and organizational performance?" - Being successful within an organization, whether as a newly hired employee or a CEO, requires an understanding of the human side of management and an in-depth understanding of how organizations and people work.

Although we are not machines and certainly not programmable, delving into the realm of organizational behavior offers valuable insights into human dynamics within a work setting. By enhancing your comprehension of personal and collective behavior among colleagues, teams, and leaders, you take a crucial initial stride towards fostering constructive transformations in both your own work approach and the overall functioning of your organization. Your own personal traits, abilities, skills, and knowledge will be valuable tools throughout your career. However, as you move up through any organization it is increasingly critical that you develop your ability to work with a multicultural diverse group of people and understand and leverage the organization's dynamics.

This course provides an overview of key organizational behavior concepts and their relevance in international management. Students will explore cross-cultural communication, leadership styles, motivation, and more, gaining practical skills for success in diverse global organizations. These concepts and models have applications to a variety of organizations—not only businesses, but also governments, non-profits, athletic teams, social clubs, and religious groups. By the end of the class, you will have a deep understanding of organizational behavior.

3. Competences to be worked in the course

General competencies	Specific competencies
<p style="text-align: center;">Instrumental competences</p> <p>G.I.2. Ability to relate concepts and knowledge from different areas. G.I.3. Ability to organise and plan. G.I.4. Ability to tackle and solve problems. G.I.5. Ability to take decisions in complex and changing environments. G.I.8. Oral and written competence in communicating in English.</p> <p style="text-align: center;">Generic personal competences</p> <p>G.P.1. Ability to adapt, lead and work in a group that is multicultural, interdisciplinary, competitive, changing and complex in nature. G.P.3. Moral commitment and ethical sense. G.P.4. Critical attitude.</p> <p style="text-align: center;">Generic systematic competencies</p> <p>G.S.3. Ability to think globally. G.S.8. Promotion of and respect for gender, environmental and safety at work issues.</p>	<p style="text-align: center;">Professional competencies</p> <p>E.P.5. Ability to take strategic managerial decisions while taking into account the economic, cultural, social and political determinants specific to a particular area. E.P.8. Ability to take functional decisions within an organisation with international activity. E.P.13. Improvement of communication and negotiation skills, both oral and written. E.P.15. Acquire the ability to express ideas and emotions orally and in written form, use an organised approach and strategically plan behaviour. E.P.16. Adapt the communication style to different audiences, understand cultural differences in communication and convey multicultural abilities. E.P.17. Ability to express and understand spoken and written communication in English at an advanced level in the international business environment.</p>

The above competences reflect the basic competences set out in Royal Decree 1393/2007, namely:

- a. Competence to **comprehend knowledge, on the basis of general secondary education.**
- b. Competence to **apply knowledge** to day-to-day work in international management or marketing, in particular the ability to develop and defend arguments and to solve problems.
- c. Competence to **gather and interpret relevant data**, enabling the development of critical judgements on the economic and social reality.
- d. Competence to **communicate and transmit information** (ideas, problems, solutions) to a specialist and non-specialist audience.
- e. Competence to **develop learning activities** in a relatively autonomous manner.

The competences worked on in the course are divided into two groups: those seen as a development or specification of a basic competence; and those that hone graduates' professional profile with respect to general and specific competences.

Basic competence: **understanding of knowledge**

I. General competencies G.I.3

Basic competence: **application of knowledge**

I. General competencies G.I.2, G.S.3

Basic competence: **communicate and transmit information**

I. General competencies G.I.8

II. Specific competencies E.P.13, E.P.15, E.P.16, E.P.17

Basic competence: **develop learning activities**

I. General competencies G.I.3, G.I.4, G.P.4

Competences that hone graduates' professional profile which are not included under basic competences

In general, these competences combine the following key elements for honing students' professional profile in the area of international business and marketing:

- Provide students with the capacity to adapt to dynamic teams and environments.
- Provide students with the capacity to create their own integral vision of the operation of a business or international marketing project.
- Provide students with the capacity to take complex decisions and carry out negotiation processes.

I. General competencies G.I.4, G.I.5, G.P.1, G.S.8

II. Specific competencies E.P.5, E.P.8

Learning outcomes

Learn about the essentials of organizational behavior and its practical applications. Understand to effectively manage individuals, teams, and organizations within the dynamic context of international management.

The competences, the learning outcomes, the assessment elements and the quality of the learning process included in this Teaching Plan will not be affected if during the academic trimester the teaching model has to switch either to an hybrid model (combination of face-to-face and on-line sessions) or to a complete on-line model.

4. Contents

Topic 1: The Science of Organizational Behavior. Evidence-Based People Management.

Topic 2: Organizational Structure and Design.

Topic 3: The Individual: Traits, Attitudes, Values, Emotions.

Topic 4: Employee Well-being and Work-Life Balance.

Topic 5: Motivation and Employee Engagement.

Topic 6: Team Dynamics and Collaboration.

Topic 7: Cross-Cultural Communication and Diversity in Organizations.

Topic 8: Leadership.

Topic 9: Organizational Culture and Change Management.

5. Assessment

The final grade will be the weighted average of the following components:

Continuous Evaluation: 60%

- Attendance to seminars and assignments: 20%
- Midterm exam: 20%
- Group project: 20% (10% class presentation and 10% summary document)

Final exam: 40%

Recommendation: invest in your continuous evaluation grade.

Taking the final exam is a necessary condition to pass the subject. In case of not attending the final exam, the student will obtain the "not presented" qualification.

Total or partial copy and/or plagiarism will imply a failure in the subject with a final grade of zero points and no access to the make-up exam. According to the academic regulations specified in the Disciplinary rules for students of Universitat Pompeu Fabra, other additional sanctions may apply depending on the seriousness of the offence.

In case of divergence between the evaluation criteria established in the Learning Plan and the Teaching Guide, those established in the Learning Plan will prevail.

6. Sustainable Development Goals

SDG 3: Good Health and Well-being

SDG 5: Gender equality

SDG 8: Decent work and economic growth