

# Syllabus

## 1. Programme information

1.1. Institution	THE BUCHAREST UNIVERSITY OF ECONOMIC STUDIES
1.2. Faculty	BUCHAREST BUSINESS SCHOOL
1.3. Department	ECONOMIC DEVELOPMENT OF THE COMPANY
1.4. Field of study	BUSINESS ADMINISTRATION
1.5. Cycle of studies	MASTER STUDIES
1.6. Education type	FULL-TIME / PART-TIME
1.7. Study programme	INDE Romanian-French MBA
1.8. Language of study	English
1.9. Academic year	2015-2016

## 2. Information on the discipline

2.1. Name	<b>Organization Behavior</b>								
2.2. Code									
2.3. Year of study	<b>1</b>	2.4. Semester	<b>2</b>	2.5. Type of assessment	<b>Exam</b>	2.6. Status of the discipline	<b>O</b>	2.7. Number of ECTS credits	<b>5</b>
2.8. Leaders	C(C)								
	S(S)								

## 3. Estimated Total Time

3.1. Number of weeks	14,00		
3.2. Number of hours per week	3,00	of which	
		C(C)	2,00
		S(S)	1,00
3.3. Total hours from curriculum	42,00	of which	
		C(C)	28,00
		S(S)	14,00
3.4. Total hours of study per semester (ECTS*25)	125,00		
3.5. Total hours of individual study	83,00		
<i>Distribution of time for individual study</i>			
Study by the textbook, lecture notes, bibliography and student's own notes	30,00		
Additional documentation in the library, on specialized online platforms and in the field	30,00		
Preparation of seminars, labs, assignments, portfolios and essays	10,00		
Tutorials	10,00		
Examinations	3,00		
Other activities	0,00		

## 4. Prerequisites

4.1. of curriculum	NA
4.2. of competences	NA

## 5. Conditions

for the C(C)	Classrooms disposing of multimedia equipment and internet access
for the S(S)	Classrooms disposing of multimedia equipment and internet access

## 6. Acquired specific competences

PROFESSIONAL	C1	The analysis and evaluation of the business status, the estimation of perspectives, the identification of strengths and weaknesses, of business potential and of possible ways of action
PROFESSIONAL	C4	Designing solutions and/or capitalization of opportunities regarding the achievement of objectives and performance criteria
PROFESSIONAL	C6	Designing and redesigning businesses, implementation of activity plans (planning, organizing, resource management, processes management, performance management, risk management, change management)
PROFESSIONAL	C7	Internationalization, regionalization, globalization of the business
TRANSVERSE	T1	The application of rules and professional ethical values in decision making and creating complex tasks and objectives, independently or as a group, at the workplace

## 7. Objectives of the discipline

7.1. General objective	Development of required abilities for organization behavior
7.2. Specific objectives	Study main concepts, theories and notions to enable an understanding of organizations and organization development

## 8. Contents

8.1. C(C)		Teaching/Work methods	Recommendations for students
1	Presentation of the subject What is OB? The importance of interpersonal skills in the role of managers and leaders	Exhibit, presentation debate, argumentation, students interaction, team working.	The students are recommended to go through courses materials previously in order to facilitate group interaction during the classes.
2	Individuals within organizations Personality and individual differences Global implications – Diversity and Leadership	Exhibit, presentation debate, argumentation, students interaction, team working.	The students are recommended to go through courses materials previously in order to facilitate group interaction during the classes.
3	Motivation & Cooperation` Early and Contemporary motivational theories Global implications Motivating by Job Design	Exhibit, presentation debate, argumentation, students interaction, team working.	The students are recommended to go through courses materials previously in order to facilitate group interaction during the classes.

4	Communication Organizational Communication Communication channels and their importance Barriers to effective communication	Exhibit, presentation debate, argumentation, students interaction, team working.	The students are recommended to go through courses materials previously in order to facilitate group interaction during the classes.
5	Perception and Decision making What is perception? Understanding the implications of judgment Decision-making in Organizations Ethics and decision -making	Exhibit, presentation debate, argumentation, students interaction, team working.	The students are recommended to go through courses materials previously in order to facilitate group interaction during the classes.
6	Leadership Behavioral theories Contingency theories Leader-Member exchange Charismatic and Transformational Leadership	Exhibit, presentation debate, argumentation, students interaction, team working.	The students are recommended to go through courses materials previously in order to facilitate group interaction during the classes.
7	Leadership Authentic Leadership: Ethics and trust Leading for the future Challenges to Leadership Finding effective Leaders Global implications	Exhibit, presentation debate, argumentation, students interaction, team working.	The students are recommended to go through courses materials previously in order to facilitate group interaction during the classes.
8	Understanding Work Teams Creating Effective Teams Creating Team Players Why teams aren't always the best solution Global Implications	Exhibit, presentation debate, argumentation, students interaction, team working.	The students are recommended to go through courses materials previously in order to facilitate group interaction during the classes.
9	Conflict and Negotiation Defining conflict Transitions in Conflict Thought The process Negotiation	Exhibit, presentation debate, argumentation, students interaction, team working.	The students are recommended to go through courses materials previously in order to facilitate group interaction during the classes.
10	FINAL EXAM		
<p><b>Bibliography</b> - Stephen P. Robbins/ Timothy A. Judge, Organizational Behavior, Ed. Pearson, 2011</p>			
8.2. S(S)		Teaching/Work methods	Recommendations for students
1	Understand the strengths and weaknesses of each of the major theories of personality as a basis for decision making	Case study, exhibit, presentation, debate, simulation, reading	Using case studies depicting various situations of organisation behavior. Students are recommended prior reading of these case studies.

2	Assess the motivation theories Experiential exercise based on vision and goals - Ethical Dilemma	Case study, exhibit, presentation, debate, simulation, reading	Using case studies depicting various situations of organisation behavior. Students are recommended prior reading of these case studies.
3	Experiential exercise based on nonverbal communication Case for analysis and discussion	Case study, exhibit, presentation, debate, simulation, reading	Using case studies depicting various situations of organisation behavior. Students are recommended prior reading of these case studies.
4	Ethical Dilemma: What would you do? Experiential exercise	Case study, exhibit, presentation, debate, simulation, reading	Using case studies depicting various situations of organisation behavior. Students are recommended prior reading of these case studies.
5	Experiential Exercise: Self-assessment Library: What is my LPC score? Myth or Science: Men make better leaders than women Case for analysis and discussion	Case study, exhibit, presentation, debate, simulation, reading	Using case studies depicting various situations of organisation behavior. Students are recommended prior reading of these case studies.
6	Self assessment Library: What is my Management Style International OB: Cultivating an International Perspective: a necessity for Leaders	Case study, exhibit, presentation, debate, simulation, reading	Using case studies depicting various situations of organisation behavior. Students are recommended prior reading of these case studies.
7	Explain why the concept of culture is problematic when applied to organizations Self Assessment Library: How good am I at building and leading a team?	Case study, exhibit, presentation, debate, simulation, reading	Using case studies depicting various situations of organisation behavior. Students are recommended prior reading of these case studies.
8	Self assessment Library: What is my preferred conflict-handing style Role plays	Case study, exhibit, presentation, debate, simulation, reading	Using case studies depicting various situations of organisation behavior. Students are recommended prior reading of these case studies.
9	de completat	Case study, exhibit, presentation, debate, simulation, reading	Using case studies depicting various situations of organisation behavior. Students are recommended prior reading of these case studies.

***Bibliography***

Stephen P. Robbins/ Timothy A. Judge, Organizational Behavior, Ed. Pearson, 2011

**9. Corroboration of the contents of the discipline with the expectations of the representatives of the epistemic community, of the professional associations and representative employers in the field associated with the programme**

The content is identical with the curricula of the MBA program delivered by the partner university (CNAM) and consistent with the curricula of major MBA programs from all over the world.  
 In order to better adapt the content to labour market requirements, were deployed meetings with business representatives, business analysts and practitioners from the field, former students from both Romania and France.

## 10. Assessment

Type of activity	Assessment criteria	Assessment methods	Percentage in the final grade
10.1. C(C)	Active participation during courses deliveries, raising questions, making comments, contributions (critical thinking)	Register the frequency and interaction soundness	15,00
10.2. S(S)	Active participation in preparatives and class work	Register the frequency and interaction soundness	10,00
10.3. S(S)	Acquired professional abilities	Group project	25,00
10.4. Final assessment	Acquired knowledge	In class examination	50,00
10.5. Modality of grading	Whole notes 1-10		
10.6. Minimum standard of performance	Active participation in class exercises, acquired basic knowledge on organizations, how they function as a collective endeavor, how they are managed, how they can develop.		



