

<b>Course Title</b>	Organizational Behavior			
<b>Course Code</b>	TBUS-200			
<b>Course Type</b>	This course serves as both Elective and Requirement, according to the program.			
	Business Diploma		Business Elective	
	Business Bachelor		Requirement	
	Hospitality Diploma/Bachelor		Requirement	
	All Programs		General Elective	
<b>Level</b>	Bachelor (1 <sup>st</sup> Cycle)			
<b>Year / Semester</b>	Year 2, A' Semester			
<b>Teacher's Name</b>	Dr Nicos Anastasiou			
<b>ECTS</b>	6	<b>Lectures / week</b>	3	<b>Laboratories / week</b>
<b>Course Purpose and Objectives</b>	<p>The course investigates the impact that groups and organizational structure have on the behavior of individuals within the organization for the purpose of applying such knowledge toward improving an organization's effectiveness. Organizational Behavior is concerned with the study of what people do in an organization and how that behavior affects the performance of the organization.</p> <p>Students are expected to:</p> <ul style="list-style-type: none"> <li>• Develop an understanding of key Organizational Behaviour concepts and how they apply to the world of work</li> <li>• Improve team skills and gain an appreciation of team dynamics</li> <li>• Identify what may contribute to being successful, and become more open to feedback required to reach peak potential</li> <li>• Investigate sources of power and motivation, thereby setting a clearer path to earn the commitment of others</li> <li>• Learn to navigate conflict and make better organizational decisions</li> <li>• Commit to creating and being part of a better place to work via analysis and interpretation of organizational culture</li> <li>• Enable positive change in organizations by understanding key factors in implementing change</li> </ul>			

<b>Learning Outcomes</b>	<p>Upon completion of this course students will be able to:</p> <ol style="list-style-type: none"> <li>1. Identify the basic concepts of organizational behavior and diversity in organizations.</li> <li>2. Demonstrate a clear understanding in the management functions, roles and skills required to successfully manage an organization.</li> <li>3. Analyze the behavior of individuals and groups in an organization and the key factors that influence it, such as work force diversity, employee turnover, personality and values.</li> <li>4. Interpret motivation concepts, emotions and moods.</li> <li>5. Understand the term management by objectives and its effects on organizational behavior.</li> <li>6. Examine the group development stages, determine the communication and conflict processes, analyze power and politics as well as conflict and communication.</li> <li>7. Define the characteristics of organizational structure, organizational change and stress management.</li> </ol>		
<b>Prerequisites</b>	TBUS – 100 Introduction to Business Organization or THOM – 100 Introduction to Hospitality Management or Sophomore	<b>Required</b>	
<b>Course Content</b>	<ol style="list-style-type: none"> <li>1. Basic concepts of systematic scientific study.</li> <li>2. Management functions, management roles, management skills, effective vs. successful managerial activities.</li> <li>3. Work - force diversity</li> <li>4. Employee turnover, absenteeism, productivity, job satisfaction.</li> <li>5. Personality.</li> <li>6. Learning. Perception</li> <li>7. Values, attitudes.</li> <li>8. Motivational theories</li> <li>9. Reasons for joining groups, stages of group development, group behavior, group structure, group processes, group tasks.</li> <li>10. Communication</li> <li>11. Psychology at work.</li> <li>12. Conflict</li> <li>13. Characteristics of organizational culture, creating and sustaining culture.</li> </ol>		
<b>Teaching Methodology</b>	The course is delivered through lectures, case studies and group discussions.		
<b>Mode of delivery</b>	Face to face.		

<b>Bibliography</b>	<b>Required</b>								
	1. Robbins, S. P., & Judge, T, Campbell T., (2017). <i>Organizational Behavior</i> (2 <sup>nd</sup> ed.), Pearson.								
	<b>Recommended</b>								
	1. Festus C., Cletus O., Surveyor C., (2017), <i>Organizational Behavior: Principles and Practice</i> , Lambert Academic Publishing 2. David B., and Andrej H. (2016). <i>Organizational behavior</i> (9th ed.). Pearson								
<b>Assessment</b>	<p>The following assessment methods are employed to assess this course:</p> <table border="1" data-bbox="550 701 1404 958"> <tr> <td>30 – 50 %</td> <td>Final Exam</td> </tr> <tr> <td>20 – 40 %</td> <td>Mid –Term / Tests / Quizzes</td> </tr> <tr> <td>10 – 30 %</td> <td>Assignments / Projects</td> </tr> <tr> <td>0 – 10 %</td> <td>Class Attendance &amp; Participation</td> </tr> </table>	30 – 50 %	Final Exam	20 – 40 %	Mid –Term / Tests / Quizzes	10 – 30 %	Assignments / Projects	0 – 10 %	Class Attendance & Participation
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<b>Language</b>	English								