

Organizational Behaviour



SCHOOL

IAE School of Management



CAMPUS

Saint-Serge



LEVEL

2nd year Master's degree



OPEN TO EXCHANGE STUDENTS

Yes



SEMESTER

Spring (S2)

> **Degree course:** International Human Resource Management

> **Teaching unit:** UE 24 Corporate Social Responsibility

> **Course language:** English

> **Duration (hours):** 16

> **ECTS:** 2

> **Teacher(s):** Aldona Glińska

> **Assessment:**

Continuous assessment

Final exam

> **Teaching methods:**

Lecture course 16 hours

Tutorial course hours

Practical work hours

Case study

Project

COURSE DESCRIPTION

1. Organizational culture
2. The nature of groups in the organization
3. Team development model
4. Team roles
5. Group effectiveness factors
6. Social influence (social loafing, Ringelmann effect, groupthink, group polarization, social facilitation)
7. Group cohesiveness
8. Interpersonal communication

Teaching methods:

PP presentations of theoretical background complemented with multimedia materials

Group assignments with presentations and written essays

Theme discussions based on videos

Experience sharing

Assessment:

50% continuous assessment of work during classes, including results of teamwork and individual assignments.

50% final assignment based on teamwork, based on case study analysis and presentation.

OBJECTIVES

This course aims to deepen the student's knowledge regarding processes, phenomena and principles of group performance in organizations. The course combines issues analyzed in management with theories elaborated in sociology and psychology.

PREREQUISITES

General knowledge in management

SELECTIVE BIBLIOGRAPHY

#1 Dion, K. L. (2000). "Group cohesion: From "field of forces" to multidimensional construct". *Group Dynamics: Theory, Research, and Practice* 4: 7-2, #2 Hogg, M. A., Williams, K. D. (2000). "From I to we: Social identity and the collective self". *Group Dynamics: Theory, Research, and Practice* 4: 81, #3 Katzenbach, J. R. and Smith, D. K., 1993. "The discipline of teams", *Harvard Business Review*, 71 (2), pp. 111-120, #4 Robbins, S. P., Judge, T.A. (2013), *Organizational Behavior*, Prentice Hall, #5 Oyster C.K. (2000), *Groups: A User's Guide*, Boston, M.A.: McGraw-Hill