

COURSE OUTLINE [ORGANIZATIONAL BEHAVIOR AND MANAGEMENT OF CHANGE]

1. GENERAL

SCHOOL	Business Administration		
ACADEMIC UNIT	Business Administration		
LEVEL OF STUDIES	Postgraduate		
COURSE CODE	DE0204-1	SEMESTER	B
COURSE TITLE	ORGANIZATIONAL BEHAVIOR AND MANAGEMENT OF CHANGE		
INDEPENDENT TEACHING ACTIVITIES		WEEKLY TEACHING HOURS	CREDITS
	Lectures, Essay, Presentation	3	6
COURSE TYPE	General background (Elective)		
PREREQUISITE COURSES:	No		
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	Greek		
IS THE COURSE OFFERED TO ERASMUS STUDENTS	Yes		
COURSE WEBSITE (URL)	https://www.uom.gr/mba/neo-programma-spydon		

2. LEARNING OUTCOMES

Learning outcomes

As part of the course, students are expected to:

- Acquire the possibility as executives of companies and organizations, to develop their administrative abilities and skills, in order to face the new challenges of the environment
- Understand the complexity of organizational life and treat organizations as social, historical and psychological constructs.
- Analyse the complex nature of the behavior of people and groups in organizations.
- Solve complex problems and make sound decisions at both strategic and operational levels, guide their subordinates, activate their partners and communicate effectively with all stakeholders.
- Be able, by developing skills to introduce organizational changes, to convince of the usefulness of their proposals and innovative ideas, so that they are accepted and implemented.
- Be able to first "pass" and then effectively implement in the team, the department and the management the organizational changes proposed by the management.
- Explain how the behavior of individuals and groups in an organization is influenced by culture, perceptions and emotions and how this affects performance. This will be illustrated through a series of examples and the detailed examination of small studies.
- Become effective in managing teams and developing relationships within teams. This will be done by assigning group tasks.
- Understand the importance of human behavior in organizational relationships, through discussions and role assignments.

General Competences

Upon completion of the course, the students (through both teaching and participation in assignments, case studies, presentations by executives, discussions in the context of lectures, the use of self-diagnosis tools, group activities etc) will acquire the following general abilities:

- Ability to make decisions concerning the scientific field of organizational behavior.
- Ability to provide solutions to practical problems encountered in the workplace and involving the human factor.
- Ability of creative knowledge, critical thinking and effective problem solving.
- Ability to interpret the behavior of individuals and groups within the organization.
- Ability to better design the organization's organizational policies, procedures and practices.
- Ability to manage organizational change.
- Ability to motivate employees.
- Ability to communicate with work groups.
- Ability to identify the appropriate leadership style on a case-by-case basis.
- Ability to design appropriate policies and practices for effective employee management.

3. SYLLABUS

- Organizational behavior and its importance for modern businesses
- Organizational behavior and employee motivation
- The role of leadership
- Business teams and teamwork
- Communication, conflict and negotiation
- Organizational structure and authority
- Decision Making
- The nature of organizational change
- Organizational culture and change
- Systems models of change
- Future directions and challenges for change
- Presentations of works and discussion on them

4. TEACHING and LEARNING METHODS - EVALUATION

DELIVERY	Face-to-face/Distance learning	
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY	<ul style="list-style-type: none"> • Use of ICT in Teaching. • Learning process support through the open e-class. Notes and educational materials etc. 	
TEACHING METHODS	Activity	Semester workload
	Lectures (Enriched Presentation)	39
	Interactive teaching (Questions - Answers, Brainstorm)	25
	Assignments	26
	Writing a study	30
	Work presentation	20
	Independent study for the final exam	30
	Course total	170
STUDENT PERFORMANCE EVALUATION	<p>The total score is made up of the sum of three components:</p> <ul style="list-style-type: none"> • Written exam with multiple choice and short answer questions, 5 credits • Group work, 4 credits • Class participation 1 credit <p>Assessment purpose: Checking understanding of the basic elements of the course.</p> <p>Evaluation criteria: The correctness, completeness, clarity and critical evaluation of the answers.</p>	

5. ATTACHED BIBLIOGRAPHY

<p>Greek Bibliography</p> <ul style="list-style-type: none"> • Bateman, T. και Snell, S. (2016), Διοίκηση Επιχειρήσεων, Εκδόσεις ΤΖΙΟΛΑ. • Daft, R.L. (2005), Οργανωσιακή θεωρία και σχεδιασμός, Εκδόσεις Κλειδάριθμος • Greenberg, J. and Baron, R.A. (2013), Οργανωσιακή ψυχολογία και συμπεριφορά, Εκδόσεις Gutenberg - Γιώργος & Κώστας Δαρδανός • Mullins, L. και Christy, G. (2014), Μάνατζμεντ και Οργανωσιακή Συμπεριφορά, Εκδόσεις Utopia. • Robbins, S. and Judge, T. (2018). Οργανωσιακή Συμπεριφορά: Βασικές Έννοιες και Σύγχρονες Προσεγγίσεις. Αθήνα: Εκδόσεις Κριτική. • Senior, B. and Swailes, S. (2017) Οργανωσιακή Αλλαγή, Nicosia: Εκδόσεις Πασχαλίδης –BROKEN HILL PUBLISHERS LTD • Schermerhorn, J. (2018), Εισαγωγή στο Management, Εκδόσεις Broken Hill. • Uhl-Bien, M., Schermerhorn, J. και Osborn, R. (2015), Οργανωσιακή Συμπεριφορά, Broken Hill Publishers LTD. • Βακόλα, Μ. και Νικολάου, Ι. (2019), Οργανωσιακή ψυχολογία και συμπεριφορά, Εκδόσεις ROSILI, 2η έκδοση

- Γαλανάκης, Μ. (2012), Εργασιακή Ψυχολογία, Εκδόσεις ΣταμούληΓεωργόπουλος, Α., Μαρούδας, Λ. και Πολυχρονίου, Π. (2019), Σύγχρονο Μάνατζμεντ, Εκδόσεις ΜΠΕΝΟΥ.
- Θεοδωράτος, Ε. (2004), Διοίκηση και οργανωτική συμπεριφορά, Εκδόσεις Σταμούλη, Αθήνα
- Χυτήρης, Λ. (2017), Οργανωσιακή Συμπεριφορά, Εκδόσεις ΜΠΕΝΟΥ, Αθήνα.
- Greenberg, J. and Baron, R. (2013). Οργανωσιακή Ψυχολογία και Συμπεριφορά. Αθήνα: Εκδόσεις Gutenberg.

English Bibliography

- Leoussis N. (2012), Winning in Business and Politics: The Strategic Delta. Philosophy and Praxis in Modern Decision Making. Libra Publishing
- Bass, B. and Bass, R. (2008), The Bass Handbook of Leadership: Theory, Research, and Managerial Applications, Free Press.
- Rahim, A. (2011), Managing conflict in organizations (4th Ed.), Transaction Publisher, New Brunswick, New Jersey.
- Bevan, R. (2011). Changemaking: Tactics and Resources for Managing Organizational Change. CreatSpace.
- Bridges, W. and Bridges, S. (2009). Managing Transitions: Making the Most of Change. Da Capo Press.
- Mullins, L.J. (2016). Management and Organizational Behavior (11th Ed). Pearson

Related academic journals:

- Academy of Management Journal
- Academy of Management Review
- British Journal of Industrial Relations
- European Management Journal
- Group and Organization Management
- International Journal of Public Sector Management
- International Journal of Training and Development
- International Studies of Management & Organization
- Journal of Applied Management Studies
- Journal of Applied Psychology
- Journal of Behavioral Decision Making
- Journal of International Management
- Journal of Management
- Journal of Management Development
- Journal of Occupational & Organizational Psychology
- Journal of Organizational Behavior
- Leadership Quarterly
- Organizational Behavior and Human Decision Processes
- Personnel Psychology
- Research in Personnel & Human Resource Management
- Strategic Management Journal