

A.3. Organizational Psychology and Behaviour

COURSE OUTLINE

1. GENERAL

SCHOOL	Social Sciences		
ACADEMIC UNIT	Inter-Departmental		
LEVEL OF STUDIES	Postgraduate		
COURSE CODE	A.3	SEMESTER	A
COURSE TITLE	Organizational Psychology and Behaviour		
INDEPENDENT TEACHING ACTIVITIES <i>if credits are awarded for separate components of the course, e.g. lectures, laboratory exercises, etc. If the credits are awarded for the whole of the course, give the weekly teaching hours and the total credits</i>		WEEKLY TEACHING HOURS	CREDITS
Theory		3	6 ECTS (in total)
<i>Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).</i>			
COURSE TYPE <i>general background, special background, specialised general knowledge, skills development</i>	General background, specialized general knowledge, research skills development		
PREREQUISITE COURSES:	-		
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	Greek		
IS THE COURSE OFFERED TO ERASMUS STUDENTS	No		
COURSE WEBSITE (URL)	https://elearn.uoc.gr/course/view.php?id=5995		

2. LEARNING OUTCOMES

Learning outcomes <i>The course learning outcomes, specific knowledge, skills and competences of an appropriate level, which the students will acquire with the successful completion of the course are described. Consult Appendix A</i> <ul style="list-style-type: none"> • <i>Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area</i> • <i>Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B</i> • <i>Guidelines for writing Learning Outcomes</i>
<p>The aim of the course is to provide postgraduate students with a comprehensive presentation of the fundamental topics related to Organizational Behavior, with a particular focus on understanding the principles, theories, and methods of psychology in the workplace. The goal is to enhance the functioning and efficiency of organizations and the quality of employees' work lives. At a secondary level, basic concepts of human resource management in contemporary organizations are presented and analyzed. The course emphasizes the presentation and understanding of the cognitive and emotional capabilities of workers, their interaction with the work and family environment, the role of leadership, and</p>

motivation in work life. Special attention is given to understanding the role of human emotions in improving organizational life.

Upon completion of the course, students will be able to know and use basic theories, concepts, and methods for diagnosing behaviors within organizations at the individual, group, and organizational levels. This knowledge aims to enable them to work more efficiently in modern organizations and contribute to their evolution and development.

General Competences

Taking into consideration the general competences that the degree-holder must acquire (as these appear in the Diploma Supplement and appear below), at which of the following does the course aim?

Search for, analysis and synthesis of data and information, with the use of the necessary technology

Adapting to new situations

Decision-making

Working independently

Team work

Working in an international environment

Working in an interdisciplinary environment

Production of new research ideas

Project planning and management

Respect for difference and multiculturalism

Respect for the natural environment

Showing social, professional and ethical responsibility and sensitivity to gender issues

Criticism and self-criticism

Production of free, creative and inductive thinking

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Others...

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Search for, analysis and synthesis of data and information, with the use of the necessary technology

Adapting to new situations

Decision-making

Working independently

Team work

Critical Thinking

Working in an interdisciplinary environment

Production of new research ideas

Respect for difference and multiculturalism

Showing social, professional and ethical responsibility and sensitivity to gender issues

Criticism and self-criticism

Production of free, creative and inductive thinking

Development of research skills

3. SYLLABUS

The course is organized into four main thematic units:

First Thematic Unit: Organizational Behavior and Work

- History of Organizational Psychology & Behavior - Course Requirements
- The work environment - Job analysis

Second Thematic Unit: Focus on the Individual

- Psychology of individual differences - Personality
- Motivation in the workplace - Incentives
- Performance evaluation

Third Thematic Unit: Focus on Teams and Leadership

- Leadership - The role of emotions
- Work attitudes - Job satisfaction - Positive and negative behaviors
- Personnel selection process

Fourth Thematic Unit: Focus on the Organization

- Organizational Culture - Organizational structure

- Training and Development of Personnel - Talent Management
- Corporate communication
- Work-life balance

Summary - presentation of group assignments

4. TEACHING and LEARNING METHODS - EVALUATION

DELIVERY <i>Face-to-face, Distance learning, etc.</i>	Distance Learning																		
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY <i>Use of ICT in teaching, laboratory education, communication with students</i>	Use of ICT in teaching, Learning Process Support through the e-Learn Online Platform																		
TEACHING METHODS <i>The manner and methods of teaching are described in detail.</i> <i>Lectures, seminars, laboratory practice, fieldwork, study and analysis of bibliography, tutorials, placements, clinical practice, art workshop, interactive teaching, educational visits, project, essay writing, artistic creativity, etc.</i> <i>The student's study hours for each learning activity are given as well as the hours of non-directed study according to the principles of the ECTS</i>	<table><tr><th><i>Activity</i></th><th><i>Semester workload</i></th><th><i>ECTS</i></th></tr><tr><td>Lectures</td><td>39</td><td>1,56</td></tr><tr><td>Group assignment</td><td>25</td><td>1</td></tr><tr><td>Individual assignments</td><td>20</td><td>0,8</td></tr><tr><td>Independent Study</td><td>68</td><td>2,72</td></tr><tr><td>Course total</td><td>152</td><td>6,08</td></tr></table>	<i>Activity</i>	<i>Semester workload</i>	<i>ECTS</i>	Lectures	39	1,56	Group assignment	25	1	Individual assignments	20	0,8	Independent Study	68	2,72	Course total	152	6,08
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STUDENT PERFORMANCE EVALUATION <i>Description of the evaluation procedure</i> <i>Language of evaluation, methods of evaluation, summative or conclusive, multiple-choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other</i> <i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i>	No final exams are scheduled. The evaluation of the course will take place through a group project (60% of the final grade) on a topic related to the subject of the course, chosen by the students themselves, and an individual assignment/case study (40% of the final grade) selected by the instructor. The evaluation criteria are clearly defined, communicated at the beginning of the academic semester by the course instructor (responsible/coordinator), and are also stated in the course description form posted on the postgraduate program's website.																		

5. BIBLIOGRAPHY

- Suggested bibliography:

- Greenberg, J., & Baron. R.A. (2013). Οργανωσιακή Συμπεριφορά και Ψυχολογία. Αθήνα: Εκδόσεις Gutenberg.

- Βακόλα, Μ. & Νικολάου, Ι. (2011). Οργανωσιακή Ψυχολογία και Συμπεριφορά. Αθήνα: Εκδόσεις Rosili.
- Robbins, S.P., & Judge, T.A. (2011). Οργανωσιακή συμπεριφορά: Βασικές έννοιες και σύγχρονες προσεγγίσεις. Αθήνα: Εκδόσεις Κριτική
- McShane, S. & Von Glinow, M.A. (2022). Οργανωσιακή Συμπεριφορά. Λευκωσία. Εκδόσεις Broken Hill LTD

- *Related academic journals:*

- Academy of Management Journal
- Journal of Organizational Behavior
- Journal of Management
- Journal of Business and Psychology
- European Journal of Work and Organizational Psychology
- Organizational Psychology Review
- Journal of Applied Psychology
- Journal of Personnel Psychology
- The International Journal of Human Resource Management