

Course title	Organizational Behavior				
Course code	PSY13##				
Course type	Lecture				
Level	Undergraduate				
Year / Semester	Year 3				
Teacher's name	New hire 2				
ECTS	7.5	Lectures / week	1	Laboratories / week	0
Course purpose and objectives	<p>The purpose of this course within a BSc in Psychology program is to provide students with a comprehensive understanding of how individuals, groups, and structures within an organization interact and influence each other. This course aims to explore the psychological, sociological, and managerial aspects of human behavior in the workplace. By studying organizational behavior, students will gain insights into the dynamics that shape work environments, employee attitudes, communication patterns, decision-making processes, and overall organizational effectiveness. The course equips students with valuable knowledge and skills to analyze, interpret, and contribute to the enhancement of individual and collective performance within various organizational settings.</p>				
Learning outcomes	<p>The following learning outcomes are expected, where students will:</p> <ol style="list-style-type: none"> 1. Define and explain key concepts and theories related to organizational behavior, such as motivation, leadership styles, communication models, group dynamics, and organizational culture. 2. Understand the psychological factors that influence individual behavior in the workplace, including perception, attitudes, personality traits, and learning processes. 3. Identify and analyze various leadership approaches, their effects on employee motivation and performance, and the role of power and influence within organizations. 4. Recognize the importance of effective communication in organizations, including the impact of nonverbal cues and barriers to communication. 5. Describe the dynamics of group behavior, including team formation, roles, norms, decision-making processes, and conflict resolution strategies. 6. Explain the concept of organizational culture and its influence on employee behavior, job satisfaction, and overall organizational performance. 				

	<ol style="list-style-type: none"> 7. Demonstrate understanding of diverse perspectives and the significance of promoting inclusion and diversity within organizations. 8. Analyze ethical dilemmas and considerations that arise in organizational contexts and assess the implications of ethical decision-making. 9. Apply motivation theories to analyze and interpret employee behavior and performance within different organizational settings. 10. Evaluate the strengths and weaknesses of various leadership styles and assess their appropriateness in different organizational situations. 11. Analyze and propose solutions to communication challenges within teams and across different levels of an organization. 12. Demonstrate the ability to work effectively in teams by understanding group dynamics, roles, and conflict resolution strategies. 13. Apply knowledge of organizational culture to assess its impact on employee engagement, communication patterns, and decision-making. 14. Develop strategies for promoting diversity and inclusion within the workplace, considering the benefits of diverse teams. 15. Analyze case studies to identify factors influencing employee behavior, group dynamics, and overall organizational effectiveness. 16. Propose strategies for managing and facilitating organizational change while considering the psychological and emotional aspects of employees. 17. Use critical thinking skills to identify biases and cognitive errors that can influence decision-making in organizational contexts. 18. Present and communicate findings effectively through presentations, written reports, and discussions. 19. Apply theoretical concepts to real-world scenarios, demonstrating the ability to diagnose organizational challenges and propose evidence-based solutions. 20. Integrate knowledge from psychology, sociology, and management to analyze the complexities of human behavior within organizations. 21. Apply ethical principles and considerations to assess the impact of decisions on employees, stakeholders, and the organization as a whole. 22. Synthesize information from various sources to critically evaluate and contribute to discussions on contemporary issues in organizational behavior. 23. Demonstrate the ability to adapt and apply learned concepts to diverse organizational settings and industries. 		
Prerequisites	No	Required	No
Course content	<p>By studying organizational behavior, students will gain insights into the dynamics that shape work environments, employee attitudes, communication patterns, decision-making processes, and overall organizational effectiveness. The course equips students with valuable knowledge and skills to analyze, interpret, and</p>		

	<p>contribute to the enhancement of individual and collective performance within various organizational settings.</p> <p>Week 1: Introduction to Organizational Behavior</p> <p>Week 2: Individual Behavior and Motivation</p> <p>Week 3: Attitudes and Workplace Emotions</p> <p>Week 4: Leadership and Management</p> <p>Week 5: Communication in Organizations</p> <p>Week 6: Group Dynamics and Teamwork</p> <p>Week 7: Organizational Culture and Diversity</p> <p>Week 8: Organizational Change and Development</p> <p>Week 9: Ethical Considerations in Organizations</p> <p>Week 10: Motivation and Performance</p> <p>Week 11: Stress and Well-being in the Workplace</p> <p>Week 12: Organizational Communication and Information Flow</p> <p>Week 13: Decision Making and Problem Solving</p> <p>Week 14: Future of Work and Technology Impact</p> <p>Week 15: Application of Organizational Behavior Concepts</p>
<p>Teaching methodology</p>	<p>Lecture</p>
<p>Bibliography</p>	<p>Robbins, S. P., Judge, T. A., & Campbell, T. T. (2021). Organizational Behavior (18th ed.).</p> <p>McShane, S. L., & Von Glinow, M. A. (2020). Organizational Behavior (8th ed.).</p> <p>Greenberg, J., & Baron, R. A. (2020). Behavior in Organizations: Understanding and Managing the Human Side of Work (11th ed.).</p>
<p>Assessment</p>	<ol style="list-style-type: none"> 1. Midterm & Final Exam (30% & 30%): Mid-term and final exams will be conducted covering the entire course. Both exams will include multiple-choice, short-answer, and essay questions. 2. Group assignment and presentation (20%): Assign group projects that simulate real-world organizational challenges. Examples include creating a diversity and inclusion strategy, analyzing communication patterns, or proposing a change management plan. 3. Individual assignments (10%): Assign individual or group case studies for analysis. Require students to identify key issues, apply relevant theories, propose solutions, and justify their recommendations.

	4. Presence & Participation (10%): Students should be present and actively participate in in-class discussions.
Language	Greek

