

Sample Course Description

Faculty: Economy

Study program: Scientific Master in Business-Administration

Course Title: Organizational Behavior

Course Credits: 8

Language of Instruction: Albanian

Course Description:

The purpose of the course is to equip students with the most relevant theoretical and practical perspectives in OB, to understand the diverse nature of OB in the global context, to emphasize the need to recognize cross-cultural issues and their problematics, and to train students to apply these perspectives through the analysis of case studies and develop their skills as future managers. OB is an important field of study for anyone who plans to work in an organization during his/her lifetime. Even if you don't plan to be a manager, understanding some basic principles of how people behave in organizations can help you be a more effective collaborator, team member, and true organizational citizen.

Course Goals:

OB is the study of how individuals relate to each other in the workplace, how groups and organizational structures influence individual behavior. This module is organized around these three levels of focus: individuals, groups (teams) and organizations. The module covers key issues of OB (structure, culture, communication, individual, group and team, leadership, etc.) and applies these analyzes to key contemporary management problems (organizational changes, mergers, acquisitions) as well as a comparative analysis of these practices across cultural boundaries. In fact, all issues are analyzed from a cross-cultural perspective to show how culture and environment influence the formation of the way of thinking and behavior in the organization, thus influencing communication and cooperation across cultural boundaries. So, the main goals are:

- Understanding both, the individual behavior and as well the group behavior in an organization.
- Finding the ways to maximize the job satisfaction applying different forms/theories of motivation.
- Understanding and designing the communication channels and leadership structures that can reinforce organizational culture.
- Understanding how to develop good leaders and how to manage conflict and professional stress in an organization.

Many students first encounter the module with concepts that sound very intuitive, simple, or commonplace (encountered in everyday activity). To some extent this is true, but also the subject covers specific ideas and theories based on systematic research that are not always consistent

with intuitive thinking. Therefore, it is important to pay attention to these theories and research findings and integrate them with your own experience rather than simply relying on intuition.

Course Requirements:

During the seminars the students have to be enrolled in group projects, discussion of case studies, active participation with diverse insights regarding the subjects, etc. At the end of the course, students must work on a course assignment divided in small groups or individually and then, is the final exam which attempts to measure the knowledges on this subject.

Grading:

Exam	60%
Seminar	10%
Essay	10%
Assignment	20%
Total	100%

Course Schedule: Lectures attendance is optional, while seminar attendance is mandatory at the rate of 75%.

The Schedule of Activities is subject to change.