US171T - Organization Behavior

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Code : US171T

Unité spécifique de type cours

3 crédits

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Présentation

Prérequis

- Bachelor's Degree holder or equivalent
- 3 years of professional experience
- Proficiency in English: (TOEFL IBT 90 or IELTS: 6.5 or TOEIC 800)

Objectifs pédagogiques

The course investigates the relationships between individuals, groups and organizations and their impacts on human behavior within the frame of the workplaces.

The central object is behavior. In a nutshell, O.B. helps managers and employees to understand the impact of the human factor on structures and vice-versa.

Behavior is part of and belongs to individuals. Hence the need to first and foremost, understand how individual behavior stems and what is behind it. Then and only then, we can observe and understand behaviors within collective contexts: firstly within teams and then within the upper level: organization.

1. **Course Objectives.**

The course pursues three main objectives:

- Learning the concepts, tools and frameworks related to O.B.
- Understanding how to use the acquired knowledge on the workplace, through structured discussions on cases and/or formal presentations.
- Reflecting upon one's own professional experience, past and current…and future.

Compétences

Expected outcomes.

- Acquiring concepts and analysis grids enabling you to step back and improve management of individual and collective behaviors (on what and how acting).
- Getting an in-depth knowledge about the self (ego and alter), more specifically in the field of leadership, decision-making and change.
- Applying principles and tools of O.B. in your own professional life.

Programme

Contenu

- Introduction , Course at a glance
- What is O.B ?
- Personality : the bone of any behaviour
- Emotions, feelings, moods and emotional intelligence.
- Motivation and attitudes
- From Perception to
- Individual decision-making and Job satisfaction
- Group structure and dynamics.
- Review on individual and Power
- Review structure and culture
- Change and Stress

Modalités de validation

- Contrôle continu
- Mémoire
- Examen final

Bibliographie

Titre	Auteur(s)
Comportements organisationnels, Pearson, 2011	S. Robbins., T. Judge