

ID	3312
Curricular Unit	Organizational Behavior
Regent	António Fernando Boleto Rosado
Learning Outcomes	This course aims to help understand the mechanisms influencing individual, organizational, and group behavior, a crucial management tool to ensure organizational efficiency and effectiveness. In this way, we intend to analyze the factors that determine the behavior of the individual and the group in the context of the Organization.
Syllabus	<ol style="list-style-type: none"> 1. Essentials of organizational behavior. The subject of study. Objectives for the study of organizational behavior. Historical aspects. 2. The Individual in the Organization. The personality and its relationship with organizational outputs. Perception, values and attitudes and satisfaction with work. Personality and Emotions. Perception and decision making. Motivation and satisfaction, Organizational Stress, Organizational commitment and Empowerment. 3. Groups in organizations. Foundations of group Behavior: working groups. Definition and classification of groups. Groups and Teams. The Communication. The Leadership, Power, conflict and negotiation. 4. The Organizational Structure. Organizational Culture. Conflict and negotiation. Organizational citizenship. Organizational Change. Organizational Justice, Social responsibility, Ethics and Justice in organizations. Levels of social responsibility in organizations. Positive Organizations.
Evaluation	Taking as its starting point the objectives indicated, the evaluation methodologies include expository approaches (theoretical course) and more interactive approaches, group discussion of crucial topics to understand determinants of behavior in organizations, promoting the use of educational strategies that allow the growing empowerment of reflection. Expository method and thematic discussions with presentation of practical works by students. Presence in at least 75% of the lessons taught and presentation of 1 monographic work or written examination. Requires a minimum of 10.0 note values.

Bibliography

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Câmara, Pedro B., Paulo Guerra e Joaquim Rodrigues (1998). Humanator. Lisboa: Publicações Dom Quixote.

Pereira, O. (1999), Fundamentos de Comportamento Organizacional, Lisboa, Fundação Calouste Gulbenkian.

Lima, M.L., J. Vala e M. B. Monteiro (1994). Psicologia Social das Organizações. Lisboa: Celta.

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