

ID	3824
Curricular Unit	Social Psychology and Organisational Management
Regent	Paulo Noriega
Learning Outcomes	<ol style="list-style-type: none"> 1. Characterize the performance indicators of the organization as well as the general principles of management of the organization 2. Identify the key components of production processes as well as the functions of management 3. Having a knowledge of the influence of individual and group characteristics that influence organizational variables, such as performance, absenteeism, turnover, safety, etc. 4. It is also intended that the knowledge developed will allow the organization to observe and characterize their structure and type of culture
Syllabus	<ol style="list-style-type: none"> 1. Basics of managing organizations <ul style="list-style-type: none"> • Key concepts and principles of management • Functions of management, basic systems and their interdependencies • Key indicators of organizational performance 2. Individual variables involved in the study of work <ul style="list-style-type: none"> • Biographical Characteristics • Individual Differences • Learning • Perception • Values and Attitudes • Satisfaction and Motivation • Process of decision making 3. Variables involved in the study of group work <ul style="list-style-type: none"> • Group Behaviour • Teamwork • Communication • Leadership • Power and politics • Conflict and Negotiation • Occupational Stress 4. Organizational level variables in the study of work <ul style="list-style-type: none"> • Design and structure of the organization • Organizational Culture and Climate • Organizational Change • Policies and practices of human resources
Evaluation	Continuous Assessment: Implementation and evaluation of case studies (100%)
Bibliography	<p>Robbins, S.P., & Judge, T.A. (2012). Organizational Behavior (15th ed.). Prentice Hall.</p> <p>Teixeira S. (2010). Management of Organizations. McGraw-Hill: Lisbon.</p>