*Organizational Behavior_20*
*Guía docente 2023-24*

# PRESENTATION

The general objective of this course is to deepen the knowledge of the individual's behavior within the organization, taking into account variables at the individual and group level.

At the individual level, we will delve into key elements of personal development: knowledge of one's temperament, development of personal skills, motives and motivations, integration of personal and professional development, decision making, personal meaning and purpose at work.

At the group level, we will study the group and the team, the process of building interpersonal trust, and the keys to generating a high-performance team that combines the generation of results with high levels of unity

- **Degree**: Degree in Business Administration and Management. Degree in Economics.
- **Module/Subject**: Economics and Business/Economics and Enterprise
- **ECTS**: 3
- **Grade, semester**: 4th, eighth.
- **Character**: Mandatory
- **Faculty**: prof. James Lockart and Álvaro Lleó
- **Language**: English
- **Classroom, Time**: Classroom 16, Wednesday from 8 a.m. to 10 p.m.

# COMPETENCY

CG4: To use independent critical reasoning on relevant topics in economics and business.

# PROGRAM

The content of this course is divided into three modules

### 1.1.   Module 1: Leading Self

This module will cover self-awareness, development of personal skills, motives and motivations, integration of personal and professional development and decision making. Content includes:

- Developing self-awareness of one's strengths, values and thought patterns

- Enabling conscious choices through self-regulation

- Managing thoughts, emotions, time and energy effectively

- Cultivating self-awareness, resilience and a growth mindset

- Taking ownership, acting intentionally with purpose

### 1.2.   Module 2: Meaning and purpose in life

In this module we will delve into personal purpose. A workshop will be conducted to help students describe and formulate their purpose, as well as analyze keys to maintain it and live with a greater sense of purpose on a daily basis. Content includes:

- Clarifying one's purpose and values to guide decisions

- Leading with authenticity, integrity and care for others' wellbeing

- Understanding how to create meaningful impact

### 1.3.    Module 3: 1.1.    Leading Others - collaboration, trust and development of high-performance teams

This module will justify the social phenomenon of grouping and why groups arise. It will reflect on the current need for teamwork. Teamwork will be defined and the main factors for its development will be identified, as well as the necessary requirements to be able to generate high performance teams. Content includes:

- Managing team dynamics and relationships for maximum impact

- Building trust, empathy and open communication

- Leveraging interpersonal skills and emotional intelligence

- Conveying vision and expectations through clear communication

- Developing others' skills through coaching and feedback

- Guiding teams, empowering people and fostering contribution

### TRAINING ACTIVITIES

The total average time the student should dedicate to the course would be 75 **hours** distributed as follows:

1. Lectures with theoretical explanations, analysis of company cases, classroom exercises, and simulations: **30 hours.**
2. Personal and team work: 45 **h.**

## EVALUATION

### Ordinary call

Previous work to prepare the sessions (10%)

Relevant participation in class (15%)

Final group work (15%)

Exam with theory and a practical case (60%). It will be necessary to pass the exam to pass the course

### Extraordinary call

Exam with theory and a case (100%).

## OFFICE HOURS.

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- Office hours: solicitation by e-mail.

## BIBLIOGRAPHY

### Basic bibliography:

Robbins, S.P. (2017): Organizational behavior (17th ed). Prentice-Hall. Pearson Education. Madrid. Find it in the library (2015 Ed.)

### Supplementary bibliography

Ariño, MA. and Maella, P. (2011). Iceberg-sighted decision-making techniques to avoid titanic disasters. Barcelona: Newbarcelona.com

Golis, C. (2009). The Humm Handbook. Lifting Your Level of Emotional Intelligence. Wilkinson Publishing.

Guillen, M. (2021). Motivation in organizations: Searching for a meaningful work-life balance. Taylor & Francis.

Havard, A. (2018). From Temperament to Character: On Becoming a Virtuous Leader. Scepter.