Universidad de Navarra

Organizational Behavior A

Teaching guide 2026-27

PRESENTATION

The overall objective of this course is to deepen students' understanding of individual behavior within organizations, taking into account variables at the individual, group, and organizational levels

At the individual level, we will delve into key elements of personal development: understanding one's own temperament, developing personal skills, motives and motivations, integrating personal and professional development, decision-making, and finding personal meaning and purpose at work.

At the group level, we will study groups and teams, the process of building interpersonal trust, and the keys to creating a high-performance team that combines the achievement of results with high levels of unity among its members.

At the organizational level, we will analyze change management and the various factors to consider in an organizational transformation process.

- **Degree**: Bachelor's Degree in Business Administration and Management. Bachelor's Degree in Economics.
- **Module/Course**: Business Organization / Applied Management
- **ECTS**: 3
- **Year, semester**: 4th, 8th.
- **Type**: Required
- **Instructor**: Yuting Hou
- **Language**: English
- **Classroom, Schedule**: https://www.unav.edu/web/facultad-de-ciencias-economicas-y-empresariales/estudiantes/horarios

LEARNING OBJECTIVES (Competencies)

CG4: Think independently and critically about topics relevant to economics and/or business..

CONTENT

Topic 1: Introduction

Tema 2: El individuo

Tema 3: El grupo

Tema 4: La organización

COURSE ACTIVITIES

The total average time students should devote to the course is 75 **hours,** distributed as follows.

1. Lectures with theoretical explanations, business case studies, classroom exercises, and simulations: **30 hours.**
2. Individual and group work: 45 **hours.**

ASSESMENT

REGULAR EXAM

Of the total grade (100%), 7**0% corresponds to the practical component and 30% to the theoretical component**. Students must achieve at least half the possible points in each of the two components to pass the course.

Practical component (70%): Individual assignments (40%) and group assignments (30%)

Theoretical component (30%): Exam

SPECIAL EXAM SESSION

If the student has passed the practical component, and wishes to do so, their practical grade from the regular exam period will be carried over, and the special exam will account for 30% of the final grade. The student must pass the exam to pass the course

If the practical component has not been passed, or if the student so desires, the make-up exam will account for 100% of the grade

Students with special educational needs must contact the Academic Affairs Office of the (faculty /school) in advance to obtain the corresponding authorization for accommodations (for example, extra time on exams). The student must then forward this authorization to the instructor. It is recommended that students complete this process at the beginning of the semester.

OFFICE HOURS

At any time by appointment via email with the instructor

BIBLIOGRAPHY

Basic:

Robbins, S.P. (2017): Organizational Behavior (17th ed.). Prentice-Hall. Pearson Education. Madrid.

Supplementary:

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

Gonzalez-Alorda, A. (2020). Cabeza, corazón y manos: un viaje de transformación.

Havard, A. (2019): Del temperamento al carácter: Cómo convertirse en un líder virtuoso. Ediciones Universidad de Navarra

Huete, L. (2019) Construye Tu Sueño 2.0: Cómo compatibilizar el éxito profesional con el logro personal. Editorial Lid.

Maella, P. (2022) La verdadera felicidad: Los ocho principios para lograr la plenitud vital

Rojas M. (2018): Cómo hacer que te pasen cosas buenas. Espasa.