1. Course (module) name	2. Code
Organisational Behaviour	N200AM16BNVM028

3. Lecturer (s)	4. Division(s)
Coordinator: Assoc. Prof. Dr. Aistė Dromantaitė **Other (s):**	Business School

5. Cycle of studies	6. Course (module) level	7. Course (module) type
First	Course is not divided into parts	Mandatory

8. Delivery form	9. Delivery period	10. Delivery language (s)
Full-time	Semester 6	English

11. Requirements for students	
Preliminary requirements:	**Associated requirements (if any):**
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12. Scope of course (module) in ECTS credits	13. Full workload of a student (hours)	14. Contact work hours	15. Independent work hours
6	110	25	85

16. Course (module) purpose: competences developer by the course programme
Organizational behavior goal is to help understand, explain, predict and control human behavior in organizations. Organizational behavior (hereinafter-OB) is a horizontal discipline, passing through other social disciplines and all mankind as its knowledge are relevant to all employees, regardless of specialization and/or organization of the hierarchy. The teaching subject for students in understanding how to effectively collaborate, manage and achieve organizational goals with the recovery of their own needs.

17. Relation of the course targets with the expected results of studies and evaluation methods of studies and student achievement

Results (targets) of the course	Results of the course	Methods of studies	Evaluation methods of academic achievements
Students have to be able to apply the managerial models practicaly planning and implementing projects in the aviation business, focusing and motivating teams.	Students will be able to describe and explain the typical behavior of employees in organizations, based on the concepts and theories of OB.	Lectures (problem teaching), practical case studies, group and individual projects, group discussions, individual tasks	Assessment of individual task presentations Assessment of team task presentations Exam
	Students will be able to predict the actions of employees in connection with organization leaders, characteristics of communication systems, group dynamics, motivation system, organizational culture and values supported by leaders in terms of the conflict.		
	Students will be able to provide theoretical knowledge of OB based recommendations to their colleagues and managers dealing with employees represented by the organizations and group		

	operating problems.		
	Students will be able to describe, analyze and compare the different organizations in terms of observed OB problems, their causes, consequences and solutions.		
	Students will be able to use tools to determine the type of employee personality and a character associated with the expected performance improvements.		
	Students will be able to describe the requirements for employees of the organization and structural units in order to ensure the organization's communication processes.		
	Students will be able to identify the group or team member roles and to assess the current situation in the decisions and performance, motivation, creativity and potential points of conflict.		
	Students will be able to recognize team performance limiting factors.		
	Students will be able to identify groups and teams to choose a source of motivation and the motivation measures. Students will be able to mediate worker's interpersonal and group conflicts.		
	Students will be able to identify the type of organizational culture, basic features of organizational culture supported by the problems and the most appropriate approach. Students will be able to apply solutions on demand based on different methods.		
	Students will be able to select the appropriate change management strategies and techniques, to prepare and implement them.		

18. Course content

Topics	Contact work hours and learning method	Time of independent studies and tasks

	Lectures	Consultations	Seminars	Exercises	Laboratory work	Practice	All contact work	Independent work	**Tasks**
Fundamentals of organizational behavior (OB). Organizations, groups, government and leadership in the definition problems. Organizational behavior concept, definition purpose, connection to other fields of science. OB historical origins: demographic changes, globalization, trade and service quality. OB behavior of the underlying concepts and theoretical foundations. OB research methodology.	1	-	1	-	-	-	**2**	**5**	Individual and group assignments, case analysis
Individual processes of the organization. Personality and individual differences. Elements influencing the formation of a personality. The main theories of personality: types homothetic and ideographic perspective. Intellect (IQ,EQ,SQ).Gender difference in intellectual performance. Personality typology. Personality and job compatibility. Values and their types. Different cultural values. Hidden values affect job performance. Provisions of the nature and function. Regulations and codes of communication. Formation of the provisions. Social perception. Selection of social perception. Social perception of errors and their causes. Social perceptions and attitudes in the context of organization. Emotions and operational efficiency. Types of emotions.	2	-	1	-	-	-	**3**	**10**	Analysis of scientific literature Case study Teamwork project
Motivation and motivating. Motivation and the concept motivation. Motivation theories: content(Maslow,Alderfer,McClelland,Herzberg), process(Wroom/Porter.Adams,Locke, Kelly), a different perspective (McGregor, Ouchi, Hofstede, Trompenaar, Maccoby. Sources of the reasons according D. Rile. Reasons for conflict. Methods of reasoning. Job evaluation and compensation issues. Motivation of the program organization.	2	-	1	-	-	-	**3**	**5**	Analysis of scientific literature Case study Teamwork project
Group of the organization. Concept of the group organization. Research groups in organizations: the experiments of Hawthorn and Ash. Concept of the group organizations. Reasons for the clustering. Socialization. Life- stage groups. Formal and informal groups, functions and importance. Group behavioral characteristics: social facilitation, depression, social idleness, no individualization, working swell the effect "we and they", halo effect of group, self- interest the	2	-	1	-	-	-	**3**	**10**	Analysis of scientific literature Case study Practical group tasks

circumstances leading to the assumptions and effects. Conformism and its implications for the organization, experiments of Sheriff, Ash, Millgramm. Group behavioral options, members of the group roles. Typology of the roles of group members of Belbin, Margerison, McCann. Role in conflict. Group work and organization features. Team concept. Group and team concepts of the differences. Types of teams. Team-building assumptions. Members of the team functions. Team effectiveness criteria. Teams developing and strengthening techniques.									
Communication in the organization. The nature of communication in the organization. Organization of information and communication systems: features and differences. Communication models. Process and communication model. The concept of effective communication, the conditions and criteria. Types of communication. Vertical and horizontal communication features. Communication barriers and coping tools. Listening to the rules. Causes of poor listening. Effective meeting of the assumptions. Meeting planning and organization. Leadership for meeting. Cultural differences and communication. Communication ethics. Electronic transmission of information and communication process. Communication networks.	2	-	1	-	-	-	**3**	**10**	Analysis of scientific literature Case study Teamwork project Practical tasks
Management of organization, leadership. Types of government leadership and power relations. Head of personality. Leadership phenomenon. Formal and informal leaders. Head of the roles and skills. The delegation. Trust manager oh the problem. Organizational dilemmas. Theory of leadership: leaders behavior, properties, accidents. Leadership styles: the research of Iowa and Ohio, Likert system, Tannenbaum and Smidt continuum. The mesh of Blake and Mounton, Hersey and Blanchard situational approach, Pitcher styles, Fiedler continuity model.	1	-	1	-	-	-	**2**	**10**	Analysis of scientific literature Case study Teamwork project Practical tasks
Decision-making organization. Problem solving and decision-making organization. Problem of defining the importance of structural problems and the level of the solution method of connection. Rational decision-making process. Effective decision criteria. Individual and group decision-making. Type of thinking: critical, the constructive and creative. Decisions with implications for organizational success. Decision-preparation methods(classic: a discussion, and the vote, the minority methods of modern: the consensus of the nominal group, Delphi method, thinking hats, triangle concept, ideas banks, etc.) The advantages and	1	-	1	-	-	-	**2**	**10**	Analysis of scientific literature Case study Teamwork project Practical tasks

disadvantages of assumptions. Organizational co-interference to promote cooperation, manager behavior. Employee participation in decisions making: effects on behavior and decision quality. Powers to make decisions.									
Changes in the organization. Organizational changes leading to power (Lewin). Organizational development and adaptation strategy, the plannned changes initiated by the changes. Organizational changes in the methods according to Betz and McKinsey. Employee resistance to change causes and resolution. Resistance to reduction. Organizational changes (six boxes Weisbord model, Nadler- Tushman congruenthic model). Learning organization and its features. Learning and training to managing change.	1	-	1	-	-	-	2	10	Analysis of scientific literature Case study Teamwork project Practical tasks
Conflict management and negotiation of organization. The concept of conflict. Conflict types and classification. Conflict dynamics. A group, intergroup conflict and organizational resources. Social dilemmas. The competition. Behavioral changes among conflicting groups: groups and between them. Dysfunctional consequences of conflict in groups and organizations. Intergroup conflict and organizational conflict regulation strategies. Mediation and conciliation. Conflict and organizational culture. Mobbing and its consequences. Stress organization. Stress the concept of psychophysiology. Stress organization, resources (groups). Employee behavior and stress. The effects of stress on health and working capacity of the organization. Job performance and stress interfaces. Associations of the program staff to manage stress. Social support effect. Individual differences and stress.	2	-	1	-	-	-	3	10	Analysis of scientific literature Case study Teamwork project Practical tasks
Organizational culture. The term of culture. Organization's culture, its function and expression methods. National culture influence employee behavior (Hofstede research). Organizational culture formation and management. An organization's culture through the implementation stages of the socialization of organizational culture change. Subculture types of organizational cultures and values of the organization's ethics. Ethics code. Social responsibility and sustainable development ideas.	1	-	1	-	-	-	2	5	Analysis of scientific literature Case study Teamwork project Practical tasks
Total	**15**	**-**	**10**	**-**	**-**	**-**	**25**	**85**	

19. Strategy and criteria of student assessment			
Assessment method	**Per cent**	**Delivery time**	**Evaluation criteria**
Assessment of active participation in during	25%	During the semester	Task performance accuracy, independence, timeliness and ability to reveal the knowledge and skills of

seminars			practical value. Ability to apply knowledge of OB, project work, the feasibility study, a description of results, conclusions and recommendations of the argument methodology. Active performance during the seminars.
Assessment of individual task	25%	During the semester	Timely work, originality of the work, teaching logic, problem-thinking
Examination	50%	According an exam session schedule	Answers to exam questions evaluated by the accuracy of answers the ability to explain the practical knowledge of application and suitable for OB terminology. Responses must be submitted on the basis of OB theory.

20. Sources of study, literature
Mandatory sources of study, literature
Huczynski, A., Buchanan, D. Organizational Behavior. Prentice Hall, 1991.
Robbins, S.P. Essentials of Organizational Behavior. Pearson Prentice Hall, 2005
Additional sources of study, literature
List of additional sources will be provided separately.