

Programme of “Leadership skills and Organizational Behaviour”

CODE: M0140

Type of course unit: COMPULSORY

2nd Cycle Degree in BUSINESS ADMINISTRATION, ECONOMY AND FINANCE LM-77

1st semester

Instructor: Prof. Dr. Alessia SAMMARRA

Number of ECTS credits: 9 (workload is 225 hours; 1 credit = 25 hours)

1	Course objectives	<p>Studying Organizational Behaviour provides a basic understanding of own and others' work behaviour, particularly in teams. It enhances individual ability to communicate and work effectively with others, core skills of leadership.</p> <p>The course major educational objective is to provide the students with the knowledge and understanding of organizational behaviour from an individual, group, and organizational perspective; and to encourage students' apply this knowledge in ways that will enhance their abilities as managers and leaders. Conceptual frameworks, case discussions, and skill-oriented activities are applied to each topic.</p>
2	Course content and Learning outcomes (Dublin descriptors)	<p>Topics of this course include:</p> <ul style="list-style-type: none"> - Personality, attitudes and work values - Perception, stereotypes - Communication - Motivation and incentives - Group dynamics and team working - Decision making and negotiation - Leadership <p>Learning outcomes: On successful completion of this module, the student should:</p> <ul style="list-style-type: none"> o Understand the effect of personality, attitudes, perceptions and attributions on their own and other's behaviours in team and organizational settings o Be able to discuss and apply motivation theories to team and organizational scenarios in order achieve a team's or an organization's goals and objectives o Explain types of teams and apply team development, team effectiveness, and group decision-making models and techniques o Know and apply leadership theories and better understand their own leadership style o Identify and apply tactics for handling effective communication in work groups
3	Prerequisites and learning activities	
4	Teaching methods and language	<p>This course adopts an active learning approach. This means that there will be lectures but we will also spend a great deal of time in class discussions and individual and group exercises. A varied classroom approach will be adopted, including lectures, cases, individual exercises, team assignments, students' presentations and other experiential training techniques. Students are strongly recommended to attend class on a regular basis.</p> <p>The attendance requirement will be enforced through individual and group assignment during the course. Based on the instructor's evaluation, students will receive an evaluation in points (up to 4 points). These bonus grade points will be added to his/her final grade. Only students who have attended the course regularly (at 80% per cent of class hours) can use bonus points. Bonus points can be added to the written exam's score (only when the score is equal or greater than 18/30). Bonus points will apply only to students attending class on a regular basis (at least 80% of course hours).</p> <p>Language of the course: English.</p> <p>Ref. Text books <u>In English:</u> Tosi H., Pilati M., Managing Organizational Behaviour - 3a Ed., Edward Elgar, Cheltenham, UK 2011 (the following chapters are included in required readings: 1,2,3,4,5,6,7,8,10). <u>In Italian:</u> Pilati M., Tosi H., Comportamento Organizzativo - 3a Ed., Egea, Milano, 2017 (the following</p>

		<p>chapters are included in required readings: 1,2,3,4,6,7,8,10,13).</p> <p>Other optional readings: Kreitner R., Kinicki A. (2012), Organizational Behaviour, McGraw-Hill Education.</p> <p>Other course materials provided by the instructor (only for students attending class on a regular basis).</p>
5	Assessment methods and criteria	<p>Written exam</p> <p>The written exam (in English) consists of a 45-minutes in-class assessment composed by closed questions (true or false questions, multiple choice questions) and essay questions. Students can agree with the instructor to take the written exam in Italian (this option must be agreed with the instructor at least two weeks before the exam date).</p>