

- Faculté des sciences économiques
- [www.unine.ch/seco](http://www.unine.ch/seco)

### Organizational Behavior (5EN1031)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
Bachelor en sciences économiques, orientation comptabilité/finance	Cours: 4 ph	écrit: 2 h	6
Bachelor en sciences économiques, orientation économie politique	Cours: 4 ph	écrit: 2 h	6
Bachelor en sciences économiques, orientation management	Cours: 4 ph	écrit: 2 h	6
Bachelor en sciences économiques, orientation ressources humaines	Cours: 4 ph	écrit: 2 h	6
Bachelor en sciences économiques, orientation systèmes d'information	Cours: 4 ph	écrit: 2 h	6
Pilier principal B A - management	Cours: 4 ph	écrit: 2 h	6
Pilier secondaire B A - management	Cours: 4 ph	écrit: 2 h	6

ph=période hebdomadaire, pg=période globale, j=jour, dj=demi-jour, h=heure, min=minute

#### Période d'enseignement:

- Semestre Automne

#### Equipe enseignante:

Cinzia Dal Zotto (+41 32 718 1472) and Daniel von Wittich (+41 21 691 0591)

#### Objectifs:

The course will introduce the students to the central topics of organizational behavior. The field seeks to explain human behavior within companies while taking into account the influence of factors involved at several levels (i.e. at the individual, team and/or organizational level). The course will include aspects of change management, leadership and human resource management. It aims to make the link between theory and practice in an academic setting. For this purpose various theories of organizational behavior will be presented and discussed in class, as well as practiced through interactive experiences and role playing.

#### Contenu:

Major components of the course will be the following:

- Organizational culture
- Organizational structure and change
- Leadership
- Strategic orientation
- Groups and working teams
- Organizational communication
- Power, influence and negotiation
- Personality and motivation

#### Forme de l'évaluation:

The final grade will result from the following components:

1. Written exam of 2 hours during the last class (50%)
2. Practical work ( 30%)
3. Participation in class and respect of guidelines (20%).

Rattrapage: written exam during exam session (2 heures).

Important: notes, texts, books and other documentation, as well as computers, connected phones and other connected electronic devices are not allowed in the examinations. In case of violation of these rules, these items will be removed and the exam will be considered void.

#### Documentation:

Course book: Robbins S. P. et Judge T., Organizational Behavior - Global edition, Pearson 2017. Articles in addition to the course book will be made available on the course website.

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### **Organizational Behavior (5EN1031)**

Case studies, discussions, classroom and lab exercises will allow students to deepen some of the concepts and make links with organizational practices and realities.