

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

## Organizational Behavior (5EN1031)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
<b>Bachelor en sciences économiques, orientation économie politique</b>	<b>Cours: 4 ph</b>	Voir ci-dessous	6
<b>Bachelor en sciences économiques, orientation management</b>	<b>Cours: 4 ph</b>	Voir ci-dessous	6
<b>Pilier principal B A - management</b>	<b>Cours: 4 ph</b>	Voir ci-dessous	6
<b>Pilier secondaire B A - management</b>	<b>Cours: 4 ph</b>	Voir ci-dessous	6

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

### Période d'enseignement:

- Semestre Printemps

### Equipe enseignante

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

### 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.

### Forme de l'enseignement

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

### Objectifs d'apprentissage

Au terme de la formation l'étudiant-e doit être capable de :

- Describe the different types of organizational structures and approaches to change
- Identify barriers to effective organizational communication and ways to overcome them
- Discuss the functions and effects of organizational culture
- Describe contemporary leadership theories and approaches
- Discuss the role of leaders in creating ethical organizations
- Distinguish between groups and teams and understand how organizations can develop team players
- Explain diversity dimensions and possible inclusion initiatives within organizations

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

- Decide when to employ individuals instead of teams
- Solve practical cases by working individually and in teams
- Explain how individual differences and organizational constraints affect decision making

#### **Compétences transférables**

- Teamwork
- Apply knowledge to new situations
- Communicate in a second language
- Decision making
- Generate new ideas (creativity)
- Act on the basis of an ethical reasoning