

- 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</b>	<b>Cours: 4 ph</b>	Voir ci-dessous	6
<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 Philippe Lamb (+41 76 679 81 35)

#### 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 (50%)
  - 1 case study presentation (25%)
  - 1 scientific article presentation (25%)

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

In order to pass students must have completed both (a and b) components of the assessment.

Documents or connected devices are not permitted during the exams. In case of violation of these rules, the students are in a situation of fraud and the unauthorized will be removed. The exam will be deemed as failed.

#### 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

Lectures, case studies, scientific articles 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 :

- Discuss the functions and effects of organizational culture
- Identify barriers to effective organizational communication and ways to overcome them

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

- Describe the different types of organizational structures and approaches to change
- Solve practical cases by working individually and in teams
- Decide when to employ individuals instead of teams
- Explain diversity dimensions and possible inclusion initiatives within organizations
- 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 how individual differences and organizational constraints affect decision making

#### **Compétences transférables**

- Act on the basis of an ethical reasoning
- Apply knowledge to new situations
- Generate new ideas (creativity)
- Discuss complex issues
- Develop hands-on, pro forma modelling skills using Excel