

## SYLLABUS

### 1. Information about the program

1.1 Institution of higher education	„Babeş-Bolyai” University, Cluj-Napoca
1.2 Faculty	Geography
1.3 Department	Geography in Hungarian Language
1.4 Study area	Geography
1.5 Level of study	Masters
1.6 Program of study	Tourism and Territorial Development (in Hungarian)

### 2. Information about the course

2.1 Title of the course	<b>ORGANIZATIONAL BEHAVIOUR</b>						
2.2 Course taught by:	Lecturer Kovács Csaba, PhD						
2.3 Seminar by:	Lecturer Kovács Csaba, PhD						
2.4 Year of study	<b>I</b>	2.5 Semester	<b>I</b>	2.6 Method of assessment	<b>E</b>	2.7 Type of course	<b>Ob.</b>

### 3. Time allocation (hours per semester of pedagogical activities)

3.1 Hours per week	4	of which: 3.2 course	2	3.3 seminar	2
3.4 Total hours – semester	56	of which: 3.5 course	28	3.6 seminar	28
Time allocation					hours
Study for exams					25
Additional documentation in the library, on the internet and in the field and working on the semester project and presentation					24
Reading for the seminar and writing the					14
Tutoring					4
Exam					2
Other activities					-
3.7 Total hours for individual study	<b>69</b>				
<b>3.8 Total hours per semester</b>	<b>125</b>				
3.9 Number of credits	<b>5</b>				

### 4. Prerequisites (if any)

4.1 curriculum-related	No prior requirements
4.2 competence-related	No prior requirements

## 5. Other requirements (if any)

5.1 for the course	Lecture hall equipped with beamer, proper software
5.2 for the seminar	Lecture hall equipped with beamer, computer, internet connection

## 6. Competencies

<b>Generic competencies</b>	<ul style="list-style-type: none"> <li>• C1 Initiation in analysis and interpretation of organizational phenomena</li> <li>• C2 Proper use of data bases in order to analyze and interpret the processes and phenomena of organizational behavior</li> <li>• C3 Understanding and explaining the evolution of organizational structures and individual behavior in the framework of organization</li> <li>• C4 The analysis of organizational phenomena to get an applicative ground for the subject in the forthcoming semesters</li> <li>•</li> </ul>
<b>Specific competencies</b>	<ul style="list-style-type: none"> <li>• CT1 Integrated approach of structural elements in systemic aggregations and deepening the interdisciplinary operational research</li> <li>• CT2 Knowing the working methods in the behavioral sciences including the use of the computer tehcnics</li> <li>• CT3 Forming the abilities necessary for multidisciplinary cooperation, communication and for establishing fundamental partnerships and interpersonal relations</li> </ul>

## 7. Course objectives

7.1 General goals	Acquareing and deepening the knowledges in the domain of behavioral sciences, in the management of interpersonal relations, widening the conceptual horiyon of the students through knowing interdisciplinary methods and notions, as: organizational psychology, the economyof human resources, decisional theory, public relations
7.2 Specific objectives	<ul style="list-style-type: none"> <li>• Initiation in analysis and interpretation of organizational processes, in the context of economical and legislative framework</li> <li>• The application of modern investigation methods in order to understand the complexity of human behavior in an organization</li> </ul>

## 8. Outline

8.1 Cours	Teaching methods	Observation
1. Organizational management and behavior	Frontal presentation, illustration with computer and beamer	2 hours
2. Theories of behavior	Frontal presentation, illustration with computer and beamer	2 hours
3. Theories of organization	Frontal presentation, illustration with computer and beamer	2 hours
4. The person and the group in the framework of organization	Frontal presentation, illustration with computer and beamer	2 hours
5. The structure and typology of the organizations	Frontal presentation, illustration with computer and beamer	2 hours
6. The culture of the organizations	Frontal presentation, illustration with computer and beamer	2 hours
7. Power, ethics and policy in organizations	Frontal presentation, illustration with computer and beamer	2 hours
8. Entrepreneurial organization and entrepreneurial behavior	Frontal presentation, illustration with computer and beamer	2 hours
9. Decisional processes in organization	Frontal presentation, illustration with computer and beamer	2 hours
10. The conflicts and the stress in the framework of organization	Frontal presentation, illustration with computer and beamer	2 hours
11. The motivation of performing participation	Frontal presentation, illustration with computer and beamer	2 hours
12. The mobility and the fluctuation in the organizations	Frontal presentation, illustration with computer and beamer	2 hours

13. Changes, development and innovation in organizations	Frontal presentation, illustration with computer and beamer	2 hours
14. Predictable behavior and the strategy of the organizations	Frontal presentation, illustration with computer and beamer	2 hours

References:

1. Becker, G. S. (1994), *Comportamentul uman – O abordare economică*, Ed. ALL, București.
2. Johns, G. (1998), *Comportament organizațional. Înțelegerea și conducerea oamenilor în procesul muncii*, Ed. Economică, București.

8.2 Seminars	Teaching methods	Observations
1. The person in the framework of the organization	Interactive explanations, web-documentation, usage of special soft-applications	4 hours
2. The group in the framework of the organization	Interactive explanations, web-documentation, usage of special soft-applications	4 hours
3. The organizational ethic and its dilemmas	Interactive explanations, web-documentation, usage of special soft-applications	4 hours
4. The decision in the organizations	Interactive explanations, web-documentation, usage of special soft-applications	4 hours
5. The conflicts and the ways of solving it in organizations	Interactive explanations, web-documentation, usage of special soft-applications	4 hours

6. The motivation of performing participation in the enterprises	Interactive explanations, web-documentation, usage of special soft-applications	4 hours
7. The change and the innovation in organizations	Interactive explanations, web-documentation, usage of special soft-applications	4 hours
References: 1. Becker, G. S. (1994), <i>Comportamentul uman – O abordare economică</i> , Ed. ALL, București. 2. Buzărnescu, Șt. (1995), <i>Introducere în sociologia organizațională și a conducerii</i> , Ed. Didactică și Pedagogică, București.		

### 9. Assessment and evaluation

Type of activity	10.1 Criteria for assessment	10.2 Method of assessment	10.3 Percent of final grade
11.1 Course	<ul style="list-style-type: none"> <li>• verification of the systematization degree and usage of learned notions</li> <li>• logical coherence and argumentation force</li> <li>• assimilation degree of the terminology</li> <li>• aspects concerning the attitude: interest for the individual study</li> <li>• the capacity of practical application</li> <li>• the capacity of handling the learned knowledges</li> <li>• the criteria focusing on acquired attitudes: conscientiousness, interest for the individual study</li> </ul>	Sequential evaluation (oral) during the semester: <ul style="list-style-type: none"> <li>- free presentation</li> <li>- conversation for evaluation</li> <li>- oral questioning</li> </ul>	10%
		Final exam during the exam period: summarizing test	50%
		Active presence at the classes	5%

11.2 Seminar	<ul style="list-style-type: none"> <li>• ability of applying the theory in practice</li> <li>• ability of operationalization with the acquired knowledges</li> <li>• criteria concerning the attitudes: self-confidence, interest for individual study</li> </ul>	Presentation of seminars, elaborating a research miniproject	15%
		Final written text: solving the test items	15%
		Active presence at the classes	5%

Date

Signature course lecturer

Signature seminar instructor

20.04.2022

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Date departmental approval

Signature head of department