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| **Syllabus**  **Spring semester 2021-2022**  Academic course information | | | | | | | | | | |
| **Code of discipline** | | **Name of discipline** | **Type** | **Hours per week** | | | | **Credits** | | **ECTS** |
| lecture | Practical | Lab | |
| **POB 6307** | | Personality and Organizational Behavior | ОК | 2 | 1 | 0 | | 3 | | 5 |
| **Lecturer** | | Docent, candidate of biological sciences, PhD  Tazhina G.O. | | | | **Office hour** | | According schedule | | |
| **e-mail** | | ecatone@narod.ru | | | |
| **Telephone** | | +77009966702 | | | | **Auditorium** | |  | | |
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| **Academic presentation of the course** | | The subject is aimed at acquainting with the personality and psychological characteristics of organizational behaviour, underlying their role in organization. The given course will identify the nature of personality and organizational behaviour and establish their links with organization, consider the significance of organizational behavior in the context of organisational change, define the meaning and sources of supervision organizational behavior and their relationships to team management. | | | | | | | | |
| **Prerequisites** | | Advanced methods of statistics in psychology, Social Psychology, Computational modelling of social behavior, Management Psychology | | | | | | | | |
| **Postrequisites** | | Disciplines that are closely related to the personality and psychological characteristics of organizational behaviour. | | | | | | | | |
| **Informational resources** | | **Main Bibliography:**   1. Understanding and managing organizational behavior / Jennifer M. George, Gareth Jones. — 6th ed. – 2012 by Pearson Education 2. Kathryn Kelley (1992) Issues, Theory, and Research in Industrial/Organizational Psychology. 3. Steve M. Jex, Thomas W. Britt (2008). Organizational Psychology. A Scientist-Practitioner Approach. 4. Stephen Robbins (2003) Essentials of organizational behavior. 5. Organizational behavior / Stephen P. Robbins, Timothy A. Judge (2013). — 15th ed. 6. Frank Landy (2013) Work In The 21st Century. An Introduction To Industrial And Organizational Psychology   **Internet resources**  • American Psychological Association  • Association for Psychological Science  • Midwestern Psychological Association | | | | | | | | |
| **Structure of discipline** | | Aim of the course is to understand the place of personality and organizational behaviour in the modern businesses/society, identifying the role and importance of personality psychology in the process of professional development in the organization, and the awakening of interest in the Self, more in-depth study of personality psychology and organizational behaviour. | | | | | | | | |
| **Academic policy of the course in the context of university moral and ethical values** | | 1. For each class you have to prepare according to the schedule below. Each task should be completed by the class, where the topic is discussed.  2. Homework will be distributed throughout the semester, as shown in the graph of discipline.  3. Most homework will include a few questions that can be answered by querying on the database example; you need to perform queries and answers that you got used to the next part of the homework. Searching of appropriate learning online resources may be required to study necessary inquiries.  4. During the semester, you will use the material studied in the project. Specific requirements for the project will be distributed in class. All parts of the project will constitute 10% of the final mark of the course.  5. You will need to complete the main project programming, providing for the development of database applications using the database structure provided by the lector. Specific requirements will be distributed in class. The project will cost 15% of the final grade.  When homework subject to the following rules:  • Homework should be carried out within a specified time. Later, homework will not be accepted.  • Homework should be done on one side of a sheet of A4 paper, and pages must be attached in order of numbering issues (problems). Questions (task) must be numbered, and definitive answers (if necessary) must be provided. (Homework, do not meet these standards will be returned with an unsatisfactory evaluation).  • You can work together with another student with homework. | | | | | | | | |
| **Evaluation and attestation policy** | | **Criteria-based evaluation:** Appropriate timing of homework may be extended in the event of extenuating circumstances (such as illness, emergencies, contingency, etc.) in accordance with the University's academic policies. Student participation in discussions and exercises during class will be taken into account in its overall assessment of the discipline. Design issues, dialogue and feedback on the subject of discipline are welcomed in classes, and the lector during final grade will take into account the participation of each student in the class.  **Summative evaluation:**  Your final score will be calculated by the formula: (РК1+РК2)/2∙0,6+0,1МТ+0,3ИК  Below are minimum estimates (in Percentage):  95% - 100%: А 90% - 94%: А-  85% - 89%: В+ 80% - 84%: В 75% - 79%: В-  70% - 74%: С+ 65% - 69%: С 60% - 64%: С-  55% - 59%: D+ 50% - 54%: D- 0% -49%: F | | | | | | | | |
| **Calendar (schedule) the implementation of the course content:** | | | | | | | | | | |
| **Week** | **Name of topic** | | | | | | **Hours** | | **Max. points** | |
| **1** | Lecture 1. The individual in the organization. The Essence of Organizational Behaviour | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 1-2. Foundations of individual behaviour. | | | | | | **1** | | **10** | |
| **2** | Lecture 2. The Essence of Organizational Behaviour | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 2. Characteristics of People. | | | | | | **1** | | **10** | |
| **3** | Lecture 3. Individual Differences: Personality and Ability. The Management of Ability in Organizations | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 3. The Big Five Model of Personality. | | | | | | **1** | | **10** | |
| **SWM 1.** Fundamentals of Human Resource Management (2014). Gary Dessler. - #2. Managing equal opportunity and diversity | | | | | |  | | **20** | |
| **4** | Lecture 4. Individual Differences: Gender, Values. | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 4. The Nature of Values. The Nature of Work Attitudes | | | | | | **1** | | **10** | |
| **5** | Lecture 5. Individual Differences: Attitudes | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 5. The Nature of Work Attitudes | | | | | | **1** | | **10** | |
| **SWM 2.** Organizational behavior / Stephen P. Robbins, Timothy A. Judge (2013). — part 1 # 2, 4 | | | | | |  | | **30** | |
|  | **RC 1** | | | | | |  | | **100** | |
| **6** | Lecture 6. Individual Differences: Moods and Emotions | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 6. Emotional Intelligence | | | | | | **1** | | **10** | |
| **7** | Lecture 7 Management of Diversity. | | | | | | **1** | | **0** | |
|  | Practical (laboratory) occupation 7. Biographical Characteristics | | | | | | **1** | | **10** | |
|  | **SWM 3.** Frank Landy (2013) Work In The 21st Century. An Introduction To Industrial And Organizational Psychology – part 3 #11. Fairness and Diversity in the Workplace. | | | | | |  | | **15** | |
| **8** | Lecture 8. The Nature of Work Motivation. Employee Involvement | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 8. Early Theories of Motivation. Contemporary Theories of Motivation. | | | | | | **1** | | **10** | |
| **SWM 4.** Presentations - Understanding and managing organizational behaviour. | | | | | |  | | **15** | |
| **9** | Lecture 8. The Nature of Work Motivation. Employee Involvement | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 8. Early Theories of Motivation. Contemporary Theories of Motivation. | | | | | | **1** | | **10** | |
| **10** | Lecture 10. Managing Stress. | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 10. Work Stress and Its Management. | | | | | | **1** | | **10** | |
| **SWM 5**. Organizational behaviour / Stephen P. Robbins, Timothy A. Judge (2013). — part 3 # 2, 4 | | | | | | **1** | | **20** | |
|  | **RC 2** | | | | | |  | | **100** | |
| **11** | Lecture 11. Creating a Culture for Change | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 11. Responsible Managers Relieve Stress on Their Employees | | | | | | **1** | | **10** | |
| **12** | Lecture 12 Work-Life Balance | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 12. Improving occupational safety, health, and risk management | | | | | | **1** | | **10** | |
| **13** | Lecture 13 Studying Cultural Differences | | | | | | **1** | | **0** | |
| Practical (laboratory) occupation 13. Dimensions of National Cultures, Culture Scores and Personality Scores | | | | | | **1** | | **10** | |
| **SWM 6**. Understanding and managing organizational behaviour / Jennifer M. George, Gareth Jones – part 1 #5. Learning and Creativity | | | | | |  | | **20** | |

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| **14** | Lecture 14. Conflict and Negotiation. Resolution-Focused View of Conflict | **1** | **0** |
| Practical (laboratory) occupation 14. The Conflict Process. Individual Differences in Negotiation Effectiveness | **1** | **10** |
| **15** | Lecture 15 Leaders and Leadership | **1** | **0** |
| Practical (laboratory) occupation 15. Leading for the Future: Mentoring | **1** | **10** |
| **SWM 7.** Presentation – Walter C. Borman (2003). Handbook of Psychology. Volume 12. Industrial and Organizational Psychology. – chapter 12 Leadership models, methods, and applications |  | **30** |
|  | **RC 3** |  | **100** |
|  | **Final Exam** |  | **100** |