



## DETAILED SYLLABUS

### Business Psychology and Organizational Behavior

#### 1. Information about the study program

1.1 University	Babeș-Bolyai University
1.2 Faculty	Faculty of Economics and Business Administration
1.3 Department	Management
1.4 Field of study	Accounting
1.5 Program level (bachelor or master)	Master
1.6 Study program / Qualification	Accounting and Organizations

#### 2. Information about the subject

2.1 Subject title	EME0637 Business Psychology and Organizational Behavior						
2.2 Course activities professor	Assoc.prof. Monica Zaharie						
2.3 Seminar activities professor	Assoc.prof. Monica Zaharie						
2.4 Year of study	2	2.5 Semester	3	2.6 Type of assessment	SE	2.7 Subject regime	CO

#### 3. Total estimated time (teaching hours per semester)

3.1 Number of hours per week	3	out of which: 3.2 course	2	3.3 seminar/laboratory	1
3.4 Total number of hours in the curriculum	42	out of which: 3.5 course	28	3.6 seminar/laboratory	14
Time distribution					Hours
Study based on textbook, course support, references and notes					59
Additional documentation in the library, through specialized databases and field activities					59
Preparing seminars/laboratories, essays, portfolios and reports					51
Tutoring					10
Assessment (examinations)					4
Others activities .....					
3.7 Total hours for individual study	183				
3.8 Total hours per semester	225				
3.9 Number of credits	9				

#### 4. Preconditions (if necessary)

4.1 Curriculum	-
4.2 Skills	-

#### 5. Conditions (if necessary)

5.1. For course development	The students will obey the disciplinary rules and ethics in science.
5.2. For seminar / laboratory development	The deadline for handing in the assignments is strict; assignments that do not respect the deadline will not be graded.

## 6. Acquired specific competences

Professional competences	<ul style="list-style-type: none"> <li>Capacity to develop, implement and evaluate programs for individual and organizational development;</li> <li>Planning, development and implementation employee performance management systems;</li> <li>Applying the knowledge in the psychology field to HR activities (recruitment, selection, development, motivation, employee assessment);</li> <li>Capacity to identify solutions to the problems faced by the organization based on communication, team work, leadership;</li> </ul>
Transversal competences	<ul style="list-style-type: none"> <li>Valuing the roles and responsibilities in a pluri-specialised team</li> <li>Leadership skills</li> <li>Time management skills</li> </ul>

## 7. Subject objectives (arising from the acquired specific competences)

7.1 Subject's general objective	<ul style="list-style-type: none"> <li>Developing students competencies and knowledge in the field of business psychology and organizational behavior</li> </ul>
7.2 Specific objectives	<ul style="list-style-type: none"> <li>Developing the ability to identify strategies for improving behaviors on individual and organizational level</li> <li>Applying the knowledge in psychology to activities in human resources (recruitment, selection, training, performance assessment, employee motivation)</li> <li>Developing the negotiation and emotion management skills</li> <li>Facilitating self-awareness and ability to self-monitor own skills</li> <li>Developing the competencies to cope and adapt to the internal and external environment requirements</li> <li>Developing the public speaking skills</li> </ul>

## 8. Contents

8.1 Course	Teaching methods	Observations
Introduction in business psychology and organizational behavior	Lecture Group discussions	
Work motivation	Lecture Practical exercises	
Work attitudes and job satisfaction	Lecture Group discussions	
Emotions at work	Lecture Group discussions Demonstration	
Personality and values	Lecture Case study	
Analysis and modification of work behavior	Lecture Group discussions	
Foundations of group behavior	Lecture Group discussions	
HRM practices in organizations	Lecture Simulation	
Work stress management	Lecture Group discussions	
Leadership in organizations	Lecture Group discussions	
Diversity and change management	Lecture Group discussions	

References:

1. Arnold, J. (ed), 2005, *Work Psychology: understanding human behavior in the workplace* (4th ed.), Pearson Education Limited, England.
2. Brewster, C., Mayrhofer, W., *Handbook of research on comparative Human Resource Management*, Edward Elgar Publishing Ltd, UK, 2012.
3. French, R., Rayner, C., Rees, G., Rumbles, S., *Organizational Behaviour*, 3rd Edition, Wiley, 2014.
4. Muchinsky, P.M., *Psychology applied to work*, Thompson Wadsworth, USA, 2006.
5. Robbins, S., Judge, T.A., *Organizational Behavior* (15th ed.), Pearson: Glasgow, 2013.
6. Rothmann, I., Cooper, C., *Organizational and work psychology*, Hodder Education, London, 2008.
7. Stroh, L.K., Northcraft, G.B., Neale, M.A., *Organizational behavior A management challenge*, Lawrence Erlbaum Associates, Inc., Publishers, New Jersey, 2002.

8.2 Seminar/laboratory	Teaching methods	Observations
Introduction in business psychology and organizational behavior	Case study Group discussions	
Work motivation	Group discussions Practical exercises	
Work attitudes and job satisfaction	Group discussions Practical exercises	
Emotions at work	Case study Group discussions	
Personality and values	Case study Practical exercises	
Analysis and modification of work behavior	Group discussions Practical exercises	
Foundations of group behavior	Group discussions Practical exercises	
HRM practices in organizations	Group discussions Simulation	
Work stress management	Case study Group discussions	
Leadership in organizations	Group discussions Simulations	
Diversity and change management	Group discussions Practical exercises	

References:

1. Arnold, J. (ed), 2005, *Work Psychology: understanding human behavior in the workplace* (4th ed.), Pearson Education Limited, England.
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**9. Corroboration / validation of the subject's content in relation to the expectations coming from representatives of the epistemic community, of the professional associations and of the representative employers in the program's field.**

- The course content are updated to the results in the field publications (articles, books) and to the practices implemented by companies in Romania and abroad

### 10. Assessment (examination)

Type of activity	10.1 Assessment criteria	10.2 Assessment methods	10.3 Weight in the final grade
10.4 Course	Competencies acquired (capacity to adequately use the specific concepts, methods and instruments)	Exam	50%
	Knowledge acquired (on the conceptual system, methods and instruments used by psychology)		
10.5 Seminar/laboratory	Competencies and knowledge acquired	Presentations Assignments and active participation to seminar	50%
	Active participation to seminars		
	Case study presentations		
	Handing the assignments on time		
10.6 Minimum performance standard			
<ul style="list-style-type: none"> <li>• It is necessary to obtain a minimum grade of 5 (five) in order to pass this subject;</li> <li>• The grades being granted are between 1 (one) and 10 (ten);</li> <li>• Students must approach each element (question, problem) within the exam sheet;</li> <li>• The exam is written and takes approximately 120 minutes;</li> </ul>			