Subject: Business Psychology and Organizational Behavior

SYLLABUS

Topic 1. Introduction in business psychology and organizational behavior
    1.1. Importance and interdisciplinary nature of business psychology and organizational behavior
    1.2. Challenges and opportunities in business psychology and organizational behavior
    1.3. Productivity in organizations

Topic 2. Work motivation
    2.1. Classical and contemporary theories on motivation
    2.2. Employee motivation techniques

Topic 3. Work attitudes and job satisfaction
    3.1. Job attitudes and behaviors
    3.2. Satisfaction sources and impact on performance
    3.3. Communication techniques and conflict management

Topic 4. Emotions at work
    4.1. Emotions management
    4.2. Emotional and interpersonal intelligence
    4.3. Multiple intelligence and self-awareness methods

Topic 5. Personality and values
    5.1. Approaches on personality
    5.2. Personality assessment
    5.3. Career management: values and career anchors

Topic 6. Analysis and modification of work behavior
    6.1. Programs of cognitive-behavioral modifications
    6.2. ABC model

Topic 7. Foundations of group behavior
    7.1. Group and team characteristics
    7.2. Stages in team development
    7.3. Development of team work skills
    7.4. Social influence and negotiation techniques

Topic 8. HRM practices in organizations
    8.1. Psychological approach on job analysis
    8.2. Recruitment and selection based on competencies
    8.3. Employee professional development
    8.4. Job performance evaluation
    8.5. Psychological contract

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Topic 9. Work stress management
      9.1. Stressors
      9.2. Stress consequences on individual and organizational level
      9.3. Stress management strategies

Topic 10. Leadership in organizations
      10.1. Characteristics and types of leadership
      10.2. Theories on leadership
      10.3. Development of leadership skills

Topic 11. Diversity and change management
      11.1. Change management in organizations
      11.2. Change planning, change forces and resistance to change

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