

DESCRIPTION OF A STUDY COURSE – SYLLABUS

Title of a course	Organizational Behaviour				
Head of course	PhD Drago Pupavac, College Professor				
Study programme	Specialist professional graduate study Entrepreneurship				
Status of a course	Obligatory				
Year of study	1.	Semester	I.	ECTS credits	5
Teaching plan (L + E + S+ Pr)	1L+2S				
Goals of a course					
Prepare students for explaining and predicting behaviour in three-level organizations - individually, in groups and in the whole organizational system and acquiring specialist knowledge on modalities of applying elements of organizational behaviour in particular economic activities					
Conditions for enrolling course					
No conditions					
Learning outcomes on a level of a study programme which includes course					
<p>Outcome 2: Critically evaluate business decisions from the point of view of ethical and socially responsible business operations.</p> <p>Outcome 3: Apply management and marketing tools in managing business processes.</p> <p>Outcome 4: Suggest possible responses to changes in the business environment.</p> <p>Outcome 7: Recognize forms of organizational culture and propose changes to improve.</p> <p>Outcome 11: Identify deficiencies and propose improvements of team functioning.</p> <p>Outcome 12: Choose the right approach to communicating business content and motivating associates to achieve goals.</p>					
Expected learning outcomes on a level of a course					
<ol style="list-style-type: none"> 1. Define and compare individual and organizational behaviour 2. Evaluate work performance and create a reward system 3. Define the behaviour change process 4. Design motivating jobs 5. Compare different organizational cultures 6. Describe Lewin's change management model 7. Compare groups and teams, define key elements for team effectiveness, and describe the stages of team development 8. Describe the three basic types of work-related behaviour 					
Content of a course					
<p>Introduction to organizational behaviour. Organizational behaviour in the global context. The individual in the organization. Groups in the organization. Organizational systems.</p> <p>Determinants of organizational culture. Organizational culture in relation to the environment. The meaning of organizational culture. Ethics and organizational culture. Organizational culture and management style. The impact of information and communication technologies on organizational culture. The study of organizational culture. Organizational culture and organization performance. Management and organizational culture. Managing organizational culture. Changes in organizational culture.</p>					
Teaching modes	<input checked="" type="checkbox"/> lectures <input type="checkbox"/> auditory exercises <input checked="" type="checkbox"/> seminars and workshops <input type="checkbox"/> distance learning <input type="checkbox"/> field classes		<input checked="" type="checkbox"/> individual assignments <input type="checkbox"/> multimedia and network <input type="checkbox"/> laboratory <input type="checkbox"/> supervisor's work <input type="checkbox"/> other _____		
Comments					

Students' obligations

According to the Ordinance on studying and Regulation on the assessment of students.

Grading, evaluation and monitoring of students' work continuously during lectures and exams

Grading is based upon evaluation of course's learning outcomes adoption. Grading is performed continuously during lectures and/or during exam, in compliance with the provisions of Regulation on the assessment of students.

Continuous check-up:

Outcomes	Pre-exam I	Pre-exam 2	Seminar work	Assignment	Threshold	Max
Outcome 1	6%		2%	2%	5%	10%
Outcome 2	8%		4%	3%	8%	15%
Outcome 3	9%		3%	3%	8%	15%
Outcome 4	7%		4%	4%	8%	15%
Outcome 5		7%	1%	2%	5%	10%
Outcome 6		6%	2%	2%	5%	10%
Outcome 7		9%	2%	4%	8%	15%
Outcome 8		8%	2%		5%	10%
Percentage of ECTS	1,5	1,5	1	1		
Total	30%	30%	20%	20%	50%	100%

A student has passed the exam if he has acquired a percentage of credits for each learning outcome higher or equal to defined threshold.

Exam term:

Outcomes	Written exam	Oral exam	Max
Outcome 1	8%	2%	10%
Outcome 2	12%	3%	15%
Outcome 3	12%	3%	15%
Outcome 4	12%	3%	15%
Outcome 5	8%	2%	10%
Outcome 6	8%	2%	10%
Outcome 7	12%	3%	15%
Outcome 8	8%	2%	10%
Percentage of ECTS	4	1	
Total	80%	20%	100 %

A student has passed the exam if he has acquired a percentage of credits for each learning outcome higher or equal to defined threshold.

Grading:

A student has passed the exam if he has acquired at least 50% of anticipated credits of a specific learning outcome.

If a student has passed learning outcomes of all courses, the accomplished credits (percentages) of all passed learning outcomes are being added, while the final grade is defined upon following table:

Range of credits (percentages)	Numerical grade	ECTS grade
90,00 – 100,00	Excellent (5)	A
75,00 – 89,99	Very good (4)	B
60,00 – 74,99	Good (3)	C
50,00 – 59,99	Sufficient (2)	D
0,00 – 49,99	Insufficient (1)	F

Obligatory literature

1. Robins, S., Judge, T. (2009). Organizacijsko ponašanje, 12. izdanje, Mate, d.o.o., Zagreb.
2. Pupavac, D. (2017). Osnove organizacijskog ponašanja, Veleučilište u Rijeci.

Additional literature

1. McShane, S., Von Glinov, M.: Organizational Behavior, McGraw-Hill, New York, 2010.
2. Pupavac, D., Lipovača, S., Sečen, V. (2012). Zadovoljstvo zaposlenika – čimbenik uspješnosti suvremenih poduzeća, Zbornik radova Međimurskog veleučilišta u Čakovcu, 3(2), 79-83.
3. Pupavac, D. (2015). Extroverted Personality as an Advantage in Entrepreneurship, Education for Entrepreneurship – E4E, International Journal of Education for Entrepreneurship, Volume 5, No 2, p. 133-141.
4. Pupavac, D., Rafajac, O. (2015). Organizacijska predanost studenata stručnog studija, Zbornik radova, Suvremeni trendovi i kvalitet u upravljanju ljudskim resursima, Beograd, p.152-158.
5. Pupavac, D. (2015). Potreba za postignućem – temeljna značajka studenata poduzetništva, Obrazovanje za poduzetništvo – E4E: znanstveno stručni časopis o obrazovanju za poduzetništvo, Vol. 5, No 1, p. 7 – 18.
6. Pupavac, D. (2015). Kreativnost kao temelj poduzetništva, Zbornik radova Međimurskog veleučilišta u Čakovcu, 6(1), 79-83.
7. Pupavac, D. (2015). The Ghost Of Herzberg Motivational Theory: Motivators And Demotivators, International Journal Vallis Aurea, Vol.1, No.1, p.15-25.
8. Pupavac, D., Pupavac, J. (2016). Prihvaćenost transformacijskog stila vođenja u hrvatskoj poslovnoj praksi, 5th International Conference "Vallis Aurea" Focus on: Research & Innovation / Katalinić, Branko (ur.). - Požega - Vienna : Polytechnic in Požega, Croatia & DAAAM International Vienna, Austria, p.. 421-428.
9. Rafajac, O., Pupavac, D. (2017). Organizacijska inteligencija u Republici Hrvatskoj, Ekonomski pregled, 68 (1), p.88-106.

