

Course Name : Organizational Behavior							
Course Code	Course Type	Regular Semester	Lecture (hours/week)	Seminar (hours/week)	Lab. (hours/week)	Credits	ECTS
CMP 507	A	Fall	3.00	1.00	0.00	3.50	6.00
Lecturer Ana Uka, PhD							
Assistant Zhuljeta Daja, Prof. Assoc. Dr.							
Course language Albanian							
Course level Master							
Description The course "Organizational Behavior" explores how individuals, groups, and structures affect behavior within organizations. It aims to equip students with theoretical and practical knowledge on human resource management, effective communication, motivation, and leadership, with a focus on technology and engineering contexts.							
Objectives To understand the fundamentals of individual and group behavior in organizations. To analyze factors influencing performance and job satisfaction. To develop managerial skills in communication, motivation, and leadership. To apply theory in managing conflict, organizational change, and culture building.							
Core Concepts Individual behavior and workplace personality Motivation and need theories Communication and social influence Leadership and leadership styles Group dynamics and teamwork Organizational culture and change management							
Course Outline							
Week	Topic						
1	Introduction to Organizational Behavior						
2	Personality and Perception in the Workplace						
3	Values, Attitudes, and Individual Behavior						
4	Theories of Motivation						
5	Organizational Communication						
6	Groups, Roles, and Norms						
7	Conflict and Its Management						
8	Midterm Exam						
9	Leadership and Leadership Theories						
10	Teamwork and Building Trust						
11	Organizational Culture						
12	Organizational Change and Resistance						
13	Ethical Behavior and Decision-Making						
14	Mental Health at Work and Work-Life Balance						
15	Project Presentations						
16	Final Exam						

Prerequisites	The student must attend the course at a minimum rate of 75%.
Literature	<ul style="list-style-type: none"> • Stephen P. Robbins & Timothy A. Judge – Organizational Behavior, 18th Edition, Pearson, 2022.
References	<ul style="list-style-type: none"> • Ricky W. Griffin & Gregory Moorhead – Organizational Behavior: Managing People and Organizations, Cengage Learning, 2014. • John R. Schermerhorn et al. – Organizational Behavior, Wiley, 2011. • Harvard Business Review articles on leadership, teamwork, and organizational culture.

Course Outcome

1	Students will understand how human behavior affects organizational performance.
2	They will be able to identify factors that influence team effectiveness.
3	They will develop skills to communicate and lead in cross-disciplinary environments.
4	They will apply knowledge to manage change and build a positive workplace culture.

Course Evaluation

In-term Studies	Quantity	Percentage
Midterms	1	30
Quizzes	0	0
Projects	0	0
Term Projects	1	20
Laboratory	0	0
Class Participation	0	0
Total in-term evaluation percent		50
Final exam percent		50
Total		100

ECTS Workload (Based on Student Workload)

Activities	Quantity	Duration (hours)	Total (hours)
Course duration (Including the exam week: 16x Total hours of the course)	16	4	64
Study hours outside the classroom (Preparation, Practice, etc.)	14	3	42
Duties	1	10	10
Midterms	1	14	14
Final Exam	1	20	20
Other	0	0	0
Total Work Load			150
Total Work Load / 25 (hours)			6.00
ECTS			6.00