



Syllabus of the educational discipline
«Organizational behavior»

Specialty	073 Management
Educational program	Business administration
Level of education	Postgraduate
Discipline status	Base
Teaching language	English
Course / semester	2 st course, 1 st semester
Number of credits ECTS	3
Distribution by types of trainings and hours of study	Lectures – 20 hours. Practical studies (seminars) – 10 hours. Laboratory studies – 10 hours Independent training – 50 hours.
Form of final assessment	Pass
Department	Management and Business department, 61166, Ukraine, Kharkiv, Nauky avenue 9 a, Tel. +38 (057) 702-01-46 (additional 2-96), http://www.kmib.hneu.edu.ua
Teacher (-s)	Nazarov Nikita Konstantinovich, PhD, associate professor
Teacher's contacts	nikita.nazarov@hneu.net
Days of the classes	Tuesday, from 12.10 to 15.30 / Wednesday, from 12.10 to 13.50 a.m.
Consultations	Thursday, from 10.00 to 12.00 at Management and Business department; remotely; according to schedule; individual
<p>The purpose of the discipline is the formation of complex theoretical knowledge and practical skills for development and implementation of organizational culture system based on individual and group behavior in modern organizations, rational selection of employees for positions and the formation of an effective workforce.</p>	
<p style="text-align: center;">Prerequisites for learning</p> <p>Knowledge of humanitarian subjects and of fundamental subjects "Economic Theory", "Microeconomics", "Macroeconomics", "Basis of Management", "Economy of Enterprises". Be able to have next competencies: Give employee individual characteristics (strong and weak traits); provide a high level of labor discipline employees in the company and improve it; draw up an action plan of career guidance in the workplace enterprise.</p>	
<p style="text-align: center;">Content of the educational discipline</p> <p>Content module 1: foundations of organizational behavior. Theme 1. Conceptual basis of organizational behavior. Theme 2. Personnel management as a social system. Theme 3. HR policy and HR strategy in organization. Theme 4. Personnel planning in organizations. Theme 5. The nature of choosing and recruitment of personnel Content module 2: Corporate culture basics. Theme 6. Communicational leadership in organizations. Theme 7. Principles of building organizational culture. Theme 8. Cohesion and social development of the collective. Theme 9. Personnel evaluation in the organization. Theme 10. The nature of ration, development, career rising of personnel.</p>	
<p style="text-align: center;">Material and technical support (software) of the discipline <i>Using tools of MS Office, Zoom conference tool, Moodle</i></p>	
Course page on the Moodle platform (personal training system)	Course review, lectures, practices, individual tasks, technological map, syllabus https://pns.hneu.edu.ua/course/view.php?id=7158



Recommended literature

1. Schein, Edgar H. *Organizational culture and leadership* / Edgar H. Schein.—3rd ed. Published by Jossey-Bass A Wiley Imprint. – 437 p.
2. Edvinsson L. *Intellectual Capital. Realizing Your Company's True Value by Finding Its Hidden Brainpower* / L. Edvinsson, M. S. Malone – N. Y. : Harper Business, 1997. – 456 p.
3. Stewart T. A. *Intellectual Capital. The New Wealth of Organizations* / T. A. Stewart. – N. Y. : Doubleday, 1997. – 356 p.

Assessment system of learning outcomes

Total points:100

Minimal points to pass subject:60

More detailed information on assessment is given in the technological card of the discipline.

Accumulation of rating points in the discipline

Types of training	Max points
Lectures	10
Practical tasks	20
Seminar	20
Written Test	10
Colloquium	20
Essay	20
Max points	100

Transference of Simon Kuznets KHNUE Characteristics of Students' Progress into the System of the ECTS Scale

Total score on a 100-point scale	ECTS assessment scale	Assessment on the national scale	
		for exam, differentiated test, course project (work), practice, training	for pass
90 – 100	A	excellent	pass
82 – 89	B	good	
74 – 81	C	satisfactory	
64 – 73	D		
60 – 63	E	unsatisfactory	not pass
35 – 59	FX		
1 – 34	F		

Discipline policies

Within the course students receive the necessary knowledge during lectures and seminars, carrying out practical tasks and individual training and testing tasks. Also of great importance in the process of learning and getting knowledge is independent work of students.

All these types of activities developed in accordance with the provisions of the Bologna Declaration.

More detailed information about competencies, learning outcomes, teaching methods, assessment forms, independent training is given in the Syllabus (working plan) of the educational discipline. Link: <https://pns.hneu.edu.ua/course/view.php?id=7158>.

Syllabus approved at the meeting of the Management and Business Department Protocol № 2 from 27.08.2020