

**Programme of “Leadership e Comportamento Organizzativo”
“Leadership and Organizational Behavior”**

CODE: M0140

Type of course unit: COMPULSORY

2nd Cycle Degree in ADMINISTRATION, ECONOMY AND FINANCE

1st semester

Instructor: Prof. Dr. Alessia SAMMARRA

Number of ECTS credits: 9 (workload is 225 hours; 1 credit = 25 hours)

1	Course objectives	<p>Leadership requires effective management of people and a clear understanding of human behavior and social processes. Studying Organizational Behavior provides a basic understanding of own and others' behavior, particularly in teams. It enhances individual ability to communicate and work effectively with others, core skills of leadership.</p> <p>The course major educational objective is to provide the students with the knowledge and understanding of organizational behavior from an individual, group, and organizational perspective; and to encourage students' apply this knowledge in ways that will enhance their abilities as managers and leaders. Conceptual frameworks, case discussions, and skill-oriented activities are applied to each topic.</p>
2	Course content and Learning outcomes (Dublin descriptors)	<p>Topics of this course include:</p> <ul style="list-style-type: none"> - Communication - Motivation - Group dynamics and team working - Decision making and negotiation - Change management - Leadership <p>Learning outcomes: On successful completion of this module, the student should:</p> <ul style="list-style-type: none"> o Understand the effect of personality, attitudes, perceptions and attributions on their own and other's behaviors in team and organizational settings o Be able to discuss and apply motivation theories to team and organizational scenarios in order achieve a team's or an organization's goals and objectives o Explain types of teams and apply team development, team effectiveness, and group decision-making models and techniques o Know and apply leadership theories and better understand their own leadership style o Identify and apply tactics for handling effective communication in work groups o Understand and discuss the main challenges for effective change management in work and organizational contexts
3	Prerequisites and learning activities	
4	Teaching methods and language	<p>This course adopts an active learning approach. This means that there will be lectures but we will also spend a great deal of time in class discussions and individual and group exercises. A varied classroom approach will be adopted, including lectures, cases, individual exercises, team assignments, students' presentations and other experiential training techniques. Students are strongly recommended to attend class on a regular basis.</p> <p>The attendance requirement will be enforced through individual and group assignment during the course. Based on the instructor's evaluation, students will receive an evaluation in points (up to 4 points). These bonus grade points will be added to his/her final grade. Only students who have attended the course regularly (at 80% per cent of class hours) can use bonus points. Bonus points can be added to the written exam's score (only when the score is equal or greater than 18/30).</p> <p>Language of the course: Italian (90%) and English (10%)</p> <p>Ref. Text books in Italian: Pilati M., Tosi H., Comportamento Organizzativo - 3a Ed., Egea, Milano, 2017 (the following chapters are included in required readings: 1,2,3,4,6,7,8,10,13).</p> <p>Other suggested readings:</p>

		<p>KREITNER R., KINICKI A., Comportamento organizzativo, Apogeo, 2008. CAPORARELLO L., MAGNI M., Team Management – 2° Ed., Egea, Milano, 2011.</p> <p>Other course materials provided by the instructor (only for students attending class on a regular basis).</p>
5	Assessment methods and criteria	<p>Written exam</p> <p>The written exam consists of a 45-minutes in-class assessment composed by closed questions (true or false questions, multiple choice questions) and essay questions.</p>