

SYLLABI

| Basic data of the subject | | | |
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| Academic unit | Faculty of Management | | |
| Subject | Organizational behavior | | |
| Level | Bachelor | | |
| Course status | Mandatory | | |
| Year of studies | II | | |
| Semester | IV | | |
| Number of hours per week | 3 | | |
| Value of credits - ECTS | 5 | | |
| Time/ Location | USHAF | | |
| Course lecturer | Prof. Ass. Dr. Bislim Lekiqi | | |
| Contact details | bislim.lekqiqi@ushaf.net | | |
| Course description | | | |
| | Presentation of the Syllabus, Introduction to Organizational Behaviour, The overall pattern of behaviour at work, Values and attitudes, Personality, Perception, Skills and capabilities, Motivation through work design, Group behaviour social relations to and from the Organization, Communication – 7C of communication, Power and political behaviour, Summary lecture and presentation of seminar papers | | |
| Course objectives | | | |
| | Students to recognize and apply advanced standards of human resource management policies in business, in the context of planning, recruitment, performance, communication, motivation and other aspects of human resource management. | | |
| Expected learning outcomes | | | |
| | <p>After this course, students will be able to:</p> <ul style="list-style-type: none"> • Identify and explain the role of personality and behavior that influence organizational perception. • Identify and compare approaches related to employee motivation and performance. • Understand the importance of effective communication within the organization, discuss the importance of groups in organizations and how they can influence decision-making, efficiency, and effectiveness of the organization. • Evaluate the role and effectiveness of leadership within the organization and apply workplace ethics | | |
| Contribution to the student load (which must correspond with learning outcomes) | | | |
| Activity | Hours | Days/Weeks | Total |
| Lectures | 2 | 15 | 30 |
| Theoretical exercises / laboratory | 1 | 15 | 15 |
| Internship | 5 | 1 | 5 |
| Contacts with teacher / consultations | 1 | 5 | 5 |
| Field exercises | | | |
| Midterm, seminars and projects. | 2 | 2 | 4 |

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| Homework | 2 | 4 | 8 |
| Studying (at the library or at home) | | | 38 |
| Final preparation for the exam | 3 | 2 | 6 |
| Time spent on evaluation (tests, quiz and final exam) | 2 | 2 | 4 |
| Projects and presentations | 1 | 5 | 10 |
| Total | | | 125 |
| Teaching methodology | | | |
| | Interactive lectures with students, taking case studies which will be discussed in groups, learning based on a problem / opportunity presented, role play, practical lessons for the subject and commitment for the student to present the knowledge gained through case studies, seminar papers, and / or research, solving numerical tasks and interpreting them. | | |
| Assessment methods | | | |
| | Presence 0-10 points Engagement in lectures and exercises 0-10 points Test I 0-35 points Test II 0-35 points Seminar paper 0-10 points Exam 0-70 points Tests I and II are written tests with proportional division of questions according to lectures, where there will be 10 questions, of which there will be open-ended questions, closed-ended questions and semi-open-ended questions. The exam has 20 (18 +2) questions with proportional division of questions according to the lectures, of which there will be open-ended questions, closed-ended questions and semi-open-ended questions. The evaluation is done for 18 questions, while two additional questions are options for replacement. Points from presence, commitment and seminar paper are transferred | | |
| Teaching tools | | | |
| | Whiteboard, Internet, wireless, computer, projector, PowerPoint, etc. | | |
| Theory vs. practice ratio | | | |
| | 70% Theory 30% Exercises | | |
| Literature | | | |
| Basic literature | | | |
| | 1. Kasimati M., (2010), Siellje Organizative, Tiranë; 2. Canco G., etj., (2016), Siellja Organizative, Tiranë; | | |
| Additional literature | | | |
| | 1. Stephen Robbins, Timothy Judge, (2021) Organizational Behavior; Updated 18e, Global Edition 2. Schreyögg, G., & Sydow, J., (2009), Verhalten in Organisationen, Springer-Verlag; | | |
| Designed learning plan | | | |
| Week | | Lecture | |
| | Week one | Presentation - introducing students to the syllabus of the course, | |

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| | Week two | Introduction to Organizational Behavior |
| | Week three | A general model of the study of behavior at work, |
| | Week four | Values and attitudes |
| | Week five | Personality |
| | Week six | Perception, |
| | Week seven | Test 1 - First intermediate assessment |
| | Week eight | Skills and crafts |
| | Week nine | Motivation through job design |
| | Week ten | Group behavior |
| | Week eleven | Social connections in and from the Organization, |
| | Week twelve | Communication - 7C of communication |
| | Week thirteen | Power and political behavior |
| | Week fourteen | Summary lecture and presentation of seminar papers |
| | Week fifteen | Test 2 - Second intermediate evaluation |
| Academic policies and rules of conduct | | |
| The student is required to attend the lectures regularly and to have appropriate behavior towards the colleagues and the staff of the University, as well as to maintain order in the classroom and actively participate in lectures and exercises. | | |