

Basic data of module	
Academic unit	Faculty of Management
Program	Business Management and Entrepreneurship
Subject	Organizational Behavior
Level	Bachelor
Course status	Obligatory
Year of studies	II
Semester	IV
Number of hours per week	3
Value of credits - ECTS	5
Time/ Location	UASF
Course lecturer	
Contact details	
Subject description	
	The main topics covered in this module are as follows: Introduction to organizational behavior; The general model of behavior at work: Values and attitudes; Personality; Perception; Skills and Abilities; Motivation through work design; Group behavior; Social relations from and in the Organization; Communication; Power and political behavior.
The aim of the subject:	Students are introduced to the meaning of organizational behavior and learn how to understand employee behavior and how to achieve greater effectiveness with the use of human resources, how to motivate and evaluate employees in order to stimulate increased employee performance at work.
Expected of the learning outcomes:	After completing the module, the student will be able to: <ul style="list-style-type: none"> • identify and explain the role of personality and behavior that influence organizational perception. • 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 ethics in the workplace
The segregated students overload (must correspond with the learning outcome)	

Activities	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, Test	2	2	4
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 and learning methodology	Interactive lectures with students, taking case studies to be discussed in groups, learning based on a presented problem/opportunity, role playing, practical lessons on the subject and engagement for the student to present the knowledge gained through the case studies , seminar papers, or/ and research, solving numerical tasks and their interpretation.		
Evaluation method (criteria to pass exam)	<p>Evaluation method:</p> <ul style="list-style-type: none"> • Attendance 10 points • Engagement in lectures/exercises 10 points • Test I 35 points • Test II 35 points • Seminar paper 10 points • Exam 70 points <p>Tests I and II are written tests with a proportional distribution of questions according to the lectures, where there will be 10 questions, of which there will be open questions, closed questions and semi-open questions. The exam has 20 (18 +2) questions with a proportional distribution of questions according to lectures, of which there will be open questions, closed questions and semi-open questions. The evaluation is done for 18 questions, while two additional questions are possible for replacement. Points from attendance, engagement and seminar work carry over</p>		

The teaching/learning tools/ IT	Using the chart, Internet, wireless, computer, projector, powerpoint.
The distribution of the theoretical and practical part of the studies	80% - theory 20% - practic
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;
The teaching/learning plan	
Week	Lecture units
I	Presentation of the syllabus and familiarization with subjects
II	Introduction to Organizational Behavior
III	A general model of the study of work behavior
IV	Values and attitudes
V	Personality
VI	Perceptions
VII	Test 1 - First intermediate assessment
VIII	Skills and Abilities
IX	Motivation through job design
X	Group behavior
XI	Social connections in and from the Organization
XII	Communication - 7C of communication
XIII	Power and political behavior
XIV	Summary lecture and presentation of seminar papers
XV	Test 2 - Second intermediate assessment
Academic policy and the code of conduct:	
<p>The student is obliged to follow the lectures regularly and to have correct behavior towards his colleagues and University staff, keeping calm and actively engaging in lectures and exercises is mandatory.</p> <p>During the hours of lectures and exercises, eating, whispering that interferes with class work and the use of mobile phones are PROHIBITED. At the same time, cell phones must be turned off or put on silent and not used during lectures or exercises. Lack of academic integrity (including plagiarism, copying another person's work, use of unauthorized exam aids, cheating, etc.) will not be tolerated. If there are doubts about the authenticity of the submitted work, the teacher has the right to ask the student to verify his/her work. This can be done through: repetition of work, written or oral testing, unexpected quiz or any other action deemed necessary by the lecturer.</p>	

