

Study program : Tourism and hospitality			
Course name: Organizational behavior			
Professor: Associate professor Snežana B. Živković, PhD Lecturer, Valentina R. Vukosavljević-Pavlović, M.Sc			
Subject status: elective course			
ECTS: 4			
Requirements: no requirements			
Aim of the course The aim of the course is for students to acquire basic theoretical and practical skills in organizational behavior i.e. to familiarize them with the dynamics of individual behavior of people in an organization and their interpersonal relations. Students will acquire knowledge on most important phenomena related to organizational behavior and techniques for solving possible problematic situations related to the area.			
Outcome of the course After successfully completing the course, the students will be able to: understand the importance of human factor in organizations and different models of organizational behavior. Students will have gained knowledge on basic motivation mechanisms, strengthening of employee capacity to perform their tasks; Students will learn about management of organizational culture, solving problems in intercommunication, forming and management of groups and teams, development of leadership potential, overcoming of conflict situations and stress management, as well as different aspects of interpersonal dimension of organizational changes.			
Content of the course <i>Theoretical lectures</i> Possibilities of shaping organizational behavior; Individual, interpersonal, group and organizational level in organizational behavior; Individual behavior in an organization; Values and attitudes; Work satisfaction; Motivation; Group behavior in an organization – Trust and affiliations (loyalty); Understanding of group interactions; Individual perception and collective action; Team building; Leadership in organizations; Power: sources and dimensions, power strategies, political processes; Ethical aspects of organization management; Approaches to workplace shaping – training and employee education; Global economy influence on organizational behavior; Influence of modern IT on organizational behavior. <i>Practical course work</i> Elements of organizational behavior; Personal characteristics; Perception and learning; Cognitive dissonance; Development and division of theories of motivation; Strategies for the change of degree of group cohesion; Communication in an organizational context; Social perception: forming opinion about others; Group behavior and team work; Leaderships styles; Conflicts in organizations and ways of solving them; Organization behavior – Management of organizational culture; Forms of learning in an organization; Change management; Efficient organization.			
Literature			
<ul style="list-style-type: none"> • Јанићијевић, Н. <i>Организационо понашање</i>, Датастатус, Београд, 2008. • Grinberg, Baron, <i>Понашање ljudi u organizacijama</i>, Београд: Желнид, 1998. 			
Total number of active teaching classes		Lectures: 30	Practical course work: 15
Teaching methods Lectures; practical course work, presenting successful examples of professional practice in the field of study, case studies, preparation and presentation of term papers.			
Evaluation (maximum points 100)			
Pre-exam activities	Points	Final exam	Points
active participation in lecture classes	5	Written exam	
active participation in practical course work	5	Oral exam	45
Colloquium	30	
Term papers	15		