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Organizational Behavior

Syllabus

III 2.10

OBEH-321

Specialty: 073 "Management"

Educational program "Business Administration in Management and International Business"

Quarter/Year: Fall/2025

ECTS Credits: 6

Instructor: Prof. O.Verkhoglyad

US Credits: 3

Contact

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Prerequisites:

Course Description

This course will cover the area of economics commonly defined as macroeconomics. Macroeconomics studies the units of the economy which have relation with the whole economy or large units of economy. The main goal of macroeconomics is to gain a better understanding of the factors affecting the national economies, comprehending the causes of, and remedies for, unemployment and inflation, as well as the factors that affect economic development (business cycles, foreign direct investment, favourable economic climate, export/import and economic growth).

In particular, we will try to address the following type of questions:

- What drives economic growth? What explains the large differences in economic performance across different countries of different times? What is the role of policy in economic growth?
- What are the determinants of consumption and saving? How do they matter for both the long run and the short run?
- Why are people unemployed? What should the government do about unemployment?
- Why does macroeconomic activity fluctuate? How do different shocks and policies affect employment, output, investment and consumption over the business cycle?
- Should the government try to stabilize the economy against business-cycle fluctuations, and how? Is it better to restrict what the government can do even if it is fully benevolent, or should we give full discretion to the government?
- What causes financial crises? What is the role of financial markets in the macroeconomy?

We will shed light on all the above questions. However, do not expect a simple answer to any of these questions—there is no simple answer! Rather, what you should aim for is to

develop a framework for studying these questions, along with some empirical guidance. We will review some of the key lessons research in macroeconomics has reached over the years – lessons that will help you understand why certain policy questions remain the topic of hot debate in both the academic and the political arena

Course Outcomes

Upon successful completion of this course, students will be able to:

- PH2. Keep the moral, cultural, scientific value and increase the achievements of society, using different types and forms of physical activity for maintaining a healthy lifestyle.
- PH3. Demonstrate knowledge of theories, methods and functions of management, modern concepts of leadership.
- PH4. Demonstrate skills to identify problems and justify management decisions.
- PH6. Identify skills of search, collection and analysis of information, calculation of indicators to justify management decisions.
- PH9. Demonstrate skills of interaction, leadership, teamwork.
- PH10. Have the skills to justify effective tools to motivate the staff of the organization.
- PH12. Assess the legal, social and economic consequences of the organization.
- PH14. Identify the causes of stress, adapt yourself and the members of the team to the stressful situation, finding ways to neutralize it.
- PH15. Demonstrate the ability to act socially responsibly and socially consciously on the basis of ethical considerations (motives), respect for diversity and interculturalism.
- PH16. Demonstrate skills of independent work, flexible thinking, openness to new knowledge, be critical and self-critical.

Competencies

- 3K2. Ability to preserve and multiply moral, cultural, scientific values and achievements of society based on understanding the history and patterns of development of the subject area, its place in the general system of knowledge about nature and society and in the development of society, technology, use different types and forms of motor activities for active recreation and a healthy lifestyle.
- 3K11. Ability to adapt and act in a new situation.
- 3K12. Ability to generate new ideas (creativity).
- CK10. Ability to evaluate the work performed, ensure their quality and motivate the staff of the organization.
- CK12. Ability to analyze and structure the problems of the organization, to form sound decisions.
- CK15. Ability to form and demonstrate leadership qualities and behavioral skills.

Internationality: The international aspect of the course includes:

Case studies with international context.

Home-work assignments which deal with OB areas in different countries.

Students are also encouraged to learn more about each other's cultures and countries.

Communications

For individual issues, students should contact the professor ONLY by given e-mail or by Moodle. In the Subject line they should put: UACUFirstNameLastName. E-mail messages will normally be answered within 24 hours.

Note! Only emails sent from the student's corporate email address will be answered.

Attention! Official and only language used for assessment activities is English. Official and only languages used for communication within the University are Ukrainian and English.

Student Responsibilities

Time Commitment

The study of technical courses is cumulative (i.e., an understanding of earlier material is necessary to grasp concepts covered later). Past experience has shown a high correlation between procrastination and low grades. Students must be committed to completing tasks on time.

Students are responsible for following the schedule, attending classes, completing assignments on time and to the required standards, and maintaining academic integrity. These responsibilities are not open for discussion with instructors or the dean's office.

Technical Aspects

The student is obliged to provide himself/herself with all the necessary technical equipment for the educational process (laptop or computer, webcam, headsets or headphones and microphone), as well as access to the Internet.

Only students signed-in with their own first and last name are allowed into video lectures in Zoom.

Grading Policy

The course is based on mastery of course outcomes. Student grades for this course will be calculated based on performance.

Note: the minimal grade to pass a subject is 60%.

Grading Guidelines

The assignment of a letter grade for a course is an indication of the student's overall success in achieving the learning outcomes for the course. The course letter grade may be viewed as a summary statement of the student's achievement in individual assessments (assignments & activities). These assessments are intended to identify for students their strengths as well as those areas in need of improvement. Student work is assessed according to the guidelines below.

Course-level Grading guidelines:

| Grade | ECTS Grade | International Grade |
|------------|------------|---|
| 90% - 100% | A | 5 (Excellent) |
| 83% - 89% | B | 4 (Very Good) |
| 75% - 82% | C | 4 (Good) |
| 70% - 74% | D | 3 (Good) |
| 60% - 69% | E | 3 (Acceptable) |
| 35% - 59% | FX | Not acceptable, possible repetition of course |

Criteria for grading:

| ECTS grade | Requirements for the student |
|------------|---|
| A | The student demonstrated a comprehensive systemic and in-depth knowledge of program material; processed basic and additional literature; obtained a solid grasp of the conceptual apparatus, methods, techniques and tools provided by the program; found creative abilities in the presentation of the educational program material both on this issue and on related modules of the course and related courses, or the student had a current control of 90-100 points |
| B | The student demonstrated good knowledge of program material; processed the basic literature, mastered the conceptual apparatus, methods, techniques and tools provided by the program, but with some inaccuracies |
| C | |
| D | The student showed mediocre knowledge of the core program material; learned information mainly from a lecture course or just one textbook; mastered only certain methods, techniques and tools provided by the program |
| E | |
| FX | The student has significant gaps in knowledge of the main program material; fragmentary mastered the basic concepts, techniques and tools; significant mistakes are made when using them |

Maximum total possible points – 100 points

Midterm and Final exam are 50% of overall evaluation, where Midterm – 20% and Final – 30%

Other assignments – 50 points:

- a. Quiz 1 (10 points)
- b. Quiz 2 (10 points)
- c. Final Analysis Work (30 points).

Final Analysis Work Topic: Analyze any company that you know well in terms of the Organizational Behavior factors present there. Present the company, then analyze the company's culture, approach to motivation of employees, organizational communication, group and intergroup relations, handling of individual differences, human capital development, EQ development.

The Work Requirements

ü It must be prepared by the student him/herself.

ü Your work may be presented in two ways:

a. A written paper. The length of the paper: 6-7 pages (not including the title page) TR 12, Int 1.5

b. YouTube video where you discuss the company. The length of the video: 15-17 minutes.

You either submit your paper or a link to your YouTube video in the designated place in Moodle.

Student Workload

It is assumed that for each out of 17 class sessions a student spends about 10.5 academic hours of work. This includes 3.5 academic hours of lectures with the instructor and 7 academic hours of personal work. Personal work includes any effort that a student invests toward mastery of the course outside of the zoom class sessions.

Please pay attention that 1 academic hour equals to 40 minutes.

Assignment Format

- All work should be shown in time. If the student misses the deadline – the task is failed.
- Midterm covers topics from previous lectures (weeks 1-7). It includes multiple choice questions and cases (essays) and takes about 1.5 hours.
- The Final exam covers all course material and includes multiple choice questions and cases (essays). It lasts for 1.5 hours. Admission to the Final exam is possible only if all the tasks of the curriculum are covered.
- After the Midterm and Final is graded a student has access to the grade only. Access to the attempt, corrects answers and information whether the answer is correct cannot be granted.

Academic dishonesty

Academic integrity is submitting one's own work and properly acknowledging the contributions of others. Forms of academic dishonesty include:

1. Plagiarism – submitting all or part of another's work as one's own in an academic exercise such as an examination, a computer program, or written assignment.
2. Cheating – using or attempting to use unauthorized materials on an examination or assignment, such as using unauthorized texts or notes or improperly obtaining (or attempting to obtain) copies of an examination or answers to an examination. Including the use of

artificial intelligence and pre-prepared answers to the questions of tasks is prohibited (unless otherwise specified in the task itself or allowed by the instructor).

3. Facilitating Academic Dishonesty – helping another commit an act of dishonesty, such as substituting for an examination or completing an assignment for someone else.
4. Fabrication – altering or transmitting, without authorization, academic information or records.

Any violation of these rules constitutes academic dishonesty and is liable to result in a failing grade and disciplinary action. In case of any academic dishonesty a student is not allowed to continue or retake the assessment activity and for the Final the unsatisfactory grade (“0”) is assigned for the course total. Cases of the academic dishonesty are not considered by the Academic Council.

In case of missed Midterm or Final exam (for a valid reason like sickness or an emergency) a request to repeat the exam is possible. Permit to repeat a midterm or final exam is done through a letter to the dean's office with request and approval of subject lecturer.

Submission or retaking of any assessment activities after deadlines are forbidden.

Submission & Return Policy

Assignments must be submitted to the professor on or before the due date indicated in the Course Schedule. The assignments submitted after the due dates receive zero points.

**** NO MAKE –UP QUIZZES AND EXAMS ****

Schedule

| Lecture | Research Projects | Assignments Due | Points |
|---------|---|---|--------|
| 1 | <i>Introduction to the class.</i> Introduction to the OB field. | Ch 1 in the textbook; Materials loaded in Moodle. | |
| 2 | <i>Understanding people at work.</i> <i>Individual differences and perceptions.</i> Keirse Assessment | Ch 2 in the textbook; Materials loaded in Moodle. | |
| 3 | Theories of motivation | Ch 7 in the textbook; Materials loaded in Moodle. | |
| 4 | <i>Communication</i> | Ch 11 in the textbook; Materials loaded in Moodle. | |
| 5 | Non-verbal communication | Ch 11 in the textbook; Materials loaded in Moodle. | |

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|----|--|--|--|
| 6 | Organizational culture | Chapter 15; Materials loaded in Moodle | Quiz 1 10% Includes Lectures 1-5 |
| 7 | Group and intergroup relations | Chapters 9-10; Materials loaded in Moodle. | |
| | Midterm 20% out of total amount of points for the course | | 20% Includes topics 1-7 |
| 8 | Emotional Intelligence | Materials loaded in Moodle. | |
| 9 | <i>Perception and job attitudes</i> DISC Assessment | Materials loaded in Moodle | |
| 10 | Human capital | Materials loaded in Moodle | |
| 11 | Leadership | Chapter 12 in the textbook; Materials loaded in Moodle. | |
| 12 | Organizational power | Chapter 13; Materials loaded in Moodle. | Quiz 2 10% Includes topics 9-12 |
| 13 | Organizational politics | Chapter 13; Materials loaded in Moodle. | |
| 14 | Organizational structure and change; | Chapter 16; Materials loaded in Moodle. | |
| 15 | Stress and wellbeing <u>Final Project is due.</u> | Chapters 4, 16; Materials loaded in Moodle. | 30% |
| | Final Exam 30% out of total amount of points for the course | | 30% Includes topics 9-16 |
| | | | 100% |

Recommended Materials

Required Resources:

1. Multiple Authors (2019). Organizational Behavior. Rice University Publishing.
<https://open.umn.edu/opentextbooks/textbooks/organizational-behavior-2019>
<https://openstax.org/details/books/organizational-behavior>

The publisher of this textbook is OpenStax, which is an initiative of Rice University. OpenStax provides free licensed textbooks for college courses. OpenStax is a non-profit initiative located in Rice University, which is a leading research university in the US.

Optional Resources:

2. Buchanan, David A; Huczynski, Andrzej A. (2020). *Organizational Behavior*. Pearson Education Limited.

3. Payne, W. (2020). Human Behavior and the Social Environment II. University of Arkansas Publishing.

<https://open.umn.edu/opentextbooks/textbooks/human-behavior-and-the-social-environment-ii-payne>

<https://uark.pressbooks.pub/humanbehaviorandthesocialenvironment2/>

** The above schedule and procedures are subject to change in the event of extenuating circumstances.*

Протокол засідання кафедр № 4 від 26.08.2025 року

Проректор з навчально-методичної роботи



Л.І.Кондратенко

Завідувач кафедри



Г.А.Бевзо

Викладач



О.О.Верхогляд