

Leadership & Organisational Behaviour

UGRA_006090

Departments	Department of People Management & Organisation
Teaching Languages	English
ECTS	4
Teacher responsible	Conxita Folguera Bellmunt - conxita.folguera@esade.edu Namrata Goyal - namrata.goyal@esade.edu Margarita Martí Ripoll - margarita.marti@esade.edu

Course Goals

This is a course that requires conceptual and theoretical knowledge in order to provide students with the necessary tools to analyze and understand organizational situations. It therefore requires students to use and apply theoretical and conceptual knowledge in their individual reflection process and teamwork. Following that, at the end of the course, participants will be able to:

- Use and apply key concepts in organizational behavior and leadership to understand people's behavior, team dynamics and organizational situations.
- Use critical thinking in analyzing organizational situations.
- Recognize the impact of leaders' behavior on the society and environment.
- Deliver work that contributes to the team's goal. Contribute to a positive team dynamic through own behavior.

Description

Course contribution to program

This course is designed to empower BBA students to cultivate self-awareness and embrace their roles as responsible individuals, collaborative team members, and future leaders. Through the exploration of theories and concepts on human behavior in organizations, students will gain insights that they will apply in researching and analyzing the behaviors of leaders and team members in organizations of their choosing.

Emphasizing the significance of teamwork, the course challenges students to actively develop their own competences and demonstrate commitment and integrity as team players. By immersing themselves in collaborative projects and tasks, students will foster essential qualities that are highly valued in professional settings, preparing them for dynamic team environments.

This course serves as a catalyst for personal growth, equipping students with

the knowledge, skills, and mindset needed to navigate the complexities of organizational behavior. As students embark on their professional journeys, they need to possess a deep understanding of themselves that allows them to make a positive impact as effective leaders and contributors within their teams and organizations.

Short description

The methodology combines individual and team work. Participants will develop different tasks in teams, including a team project, which is an important component of the course. They will also participate in role play, debates, case discussions and simulations. Participants combine their work on team projects with individual reflection. Respectful discussion and debates on the topics addressed are part of the course dynamics. Participants are expected to listen to each other contributions and have a constructive attitude during class discussion. Students are expected to provide each other with respectful feedback that contributes to the quality of their learning processes and personal development. Participation using Moodle and other ICT tools is part of the course dynamics.

Bibliography

Robbins, S.P. and Judge, T.A. (2022), *Essentials of Organizational Behavior*. 15th. Robbins, S.P. and Judge, T.A. (2022), Edition. Pearson. (Book)

Content

#	Topic
1	Introduction: organizational behavior and leadership. Being collaborative team members and responsible leaders.
2	Self-awareness and self-regulation. Personality traits, emotions and individual values.
3	Understanding needs and factors in people's motivation
4	Understanding the dynamics and processes in people's motivation
5	Perception. Special focus: how should we address stereotypes in organizations?
6	Group dynamics
7	Team diversity & Team management
8	Handling conflicts in a constructive way
9	Leadership and management
10	Session 10: Power and empowerment dynamics in organizations Session 11: Use of power in leadership and decision making. Session 12. The transformational power of leadership.

Assessment

Tool	Assessment tool	Category	Weight %
Other	Teamwork (includes group project and other team	Retake and ordinary round	45.00%

Tool	Assessment tool	Category	Weight %
Other	tasks) Individual assessment (exam and other individual assessments)	Retake and ordinary round	55.00%

PROGRAMS

BBA20-Bachelor of Business Administration (BBA) (Undergraduates: Business)

BBA20 Year 1 (Mandatory)

BBA23-Bachelor of Business Administration (BBA) (Undergraduates: Business)

BBA23 Year 1 (Mandatory)

DBAI23-Double Degree in Business Administration and Artificial Intelligence for Business (Undergraduates: Business)

DBAI23 Year 2 (Mandatory)

GBD20-Double Degree in Business Administration and Law (Undergraduates: Law)

GBD20 Year 2 (Mandatory)

GBD23-Double Degree in Business Administration and Law (Undergraduates: Law)

GBD23 Year 2 (Mandatory)

GBL24-Double Degree in Business Administration and Global Governance, Economics and Legal Order (Undergraduates: Business)

GBL24 Year 2 (Mandatory)

GBL25-Double Degree in Business Administration and Global Governance, Economics and Legal Order (Undergraduates: Business)

GBL25 Year 1 (Mandatory)