TEACHING GUIDE - 2026-2027

Organisational Behaviour

UGRA_016395

Departments	Department of People Management & Organisation
Teaching Languages	English
ECTS	3
Teacher responsible	Namrata Goyal - namrata.goyal@esade.edu

Course Goals

This course builds students' conceptual and theoretical understanding of organizational behavior (OB) equipping them with the analytical tools needed to interpret and navigate complex organizational situations. Students are expected to actively engage with theoretical frameworks, both individually and in teams, applying them throughout their reflective and collaborative work. By the end of the course, students will be able to:

- Apply key concepts in OB and leadership to analyze individuals, teams, and organizations.
- Use critical thinking to assess and respond to complex organizational situations.
- Understand how leadership behavior shapes societal and environmental outcomes.
- Contribute meaningfully to team goals and promote a constructive team environment.

Teaching methodology

The methodology combines individual and team work. Participants will develop different tasks in teams, including a team presentation, 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 assignments 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 if their learning processes and personal development. Participation using Moodle and other ICT tools is part of the course dynamics.

Description

Short description

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.

Program Learning Objectives

BBA25-Bachelor of Business Administration (BBA)

- Teamwork
  - Contribute through their behaviour to a positive team dynamic and the achievement of objectives.
- Diversity Understanding and Appreciation
  - Recognise the challenges and oportunities associated to diversity within teams and organizations.
- Relational Skills
  - Identify the impact of different forms of organisation and the relevance of business culture for companies to achieve their objectives.

Bibliography

Robbins, S.P. and Judge, T.A., Essentials of Organizational Behavior, Pearson (E-book)

Content

#	Topic
1	Introduction to Organizational Behavior
2	Group Dynamics in Business Teams
3	Motivation Strategies for Workplace Performance
4	Motivation Theories in Practice
5	Leveraging Diversity for Business Success
6	Inclusive Hiring: The Specialisterne Case
7	Managing Conflict in Organizations
8	Power and Influence in Organizations
9	Leadership Influences on Workplace Behavior

#	Topic
10	Personality and Workplace Behaviors

Assessment

Tool	Assessment tool	Category	Weight %
Other	Individual Assessment (Participation and Tests)	Retake and ordinary round	55.00%
Other	Group Assessment (Team Assignments and Presentations)	Retake and ordinary round	45.00%

PROGRAMS

BBA20-Bachelor of Business Administration (BBA) (Undergraduates: Business)
BBA20 Year 1 (Mandatory)

BBA25-Bachelor of Business Administration (BBA) (Undergraduates: Business)
BBA25 Year 1 (Mandatory)

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

DBAI23 Year 1 (Mandatory)

DBAI25-Double Degree in Business Administration and Business and Artificial Intelligence (Undergraduates: Business)

DBAI25 Year 1 (Mandatory)

GBD25-Double Degree in Business Administration and Law (Undergraduates: Law)
GBD25 Year 2 (Mandatory)

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

GBL25 Year 1 (Mandatory)