UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Organizational Behaviour

Academic Year 2025/2026

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

Human Resource Management

3. Cycle

1st

4. Course Unit

Organizational Behaviour (11311)

5. Scientific Area

6. Curricular Year

2nd

7. Type of Curricular Unit / Semester

1st Semester

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8. Class type and workload (work time)

Theoretical classes:	
Practical classes:	
Theoretical-Practical Classes	30,00
Tutorial Guidance:	20,00

9. ECTS Credits

6,00

10. Scientific Area Coordinator

11. Regent

Prof. Doutora MARIA MANUELA MARQUES FAIA CORREIA

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

Familiarization with models and perspectives of organizational behavior, followed by illustration through examples. Discussion and experimentation on objects and theoretical problems and research strategies in OB. Development of analytical and discussion skills. Work Presentation. Development of experiences in team work and research in databases and bibliographies.

15. Specific Objectives

Discussion of the concepts of Organizational Behavior. Special emphasis will be given to group and organizational behaviors. Object and methods of Organizational Behavior.

16. Skills to be acquired

- Interpret complex relationships between motivation, performance, culture, and leadership
- Value and integration of individual differences (cultural, gender, generational, etc.)
- Develop equitable practices and inclusive organizational environments
- Apply models to improve workplace motivation and well-being
- Develop skills to lead teams and process changes
- Diagnose organizational cultures and their impacts on behaviors

17. Teaching Methodology

The teaching will have an eminently practical characteristic and will be amply illustrated through reference cases. The tutorial sessions will be used to support small works of an academic nature and in the development of cases.

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18. Course Unit Program

1. Organization e Organizational behaviour: Levels od analysis and research/intervention methods
2. Micro organizational behavior
2.1 Managing Diversity and Individual Differences
2.2 Work Motivation and Performance
2.3 Satisfaction and Stress
3. Meso organizational behavior
3.1 Efficiency, Motivation, and Quality in Work Design
3.2 Interdependence and Role Relationships
3.3 Group Dynamics and Team Effectiveness
3.4 Leadership of Groups and Organizations
4. Macro organizational behavior
4.1 Culture, Change, and Organization Development
5. Emergent themes in OB

19. Assessment Methods

To be established according to the general rules of evaluation (See syllabus of the course unit).

20. Didactic Resources

Bibliographic references.
Databases.
Films and documentaries.
Case studies.

21. Sustainability Objectives

SDG 4: Quality education - Understand how to create more productive and sustainable work environments.
SDG 8: Decent work and economic growth - Interpret relationships between motivation, performance, culture, and leadership - Develop equitable practices and inclusive organizational environments.

22. Keywords

Organization
Behavior
Micro OB
Meso OB
Macro OB

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23. Main Bibliography

Author(s):	CUNHA, M P.; REGO, A.; CUNHA, R.; CABRAL-CARDOSO, C.; NEVES, P		
Title:	Manual de Comportamento Organizacional e Gestão		
Edition:	8ª	Year:	2016
Local:	Lisboa		
Publisher:	RH		

Author(s):	Wagner III, J. & Hollenbeck J.		
Title:	Organizational Behavior Securing Competitive Advantage		
Edition:	3	Year:	2021
Local:	NY		
Publisher:	Routledge		

Author(s):	Barling, J., & Cooper, C. (Eds.).		
Title:	The SAGE Handbook of Organizational Behavior		
Edition:	1ª	Year:	2008
Local:	london		
Publisher:	Sage		

24. Complementary Bibliography

Author(s):	Buchanan, D.A., Huczynski, A.A.,		
Title:	Organizational behaviour		
Edition:	10	Year:	2019
Local:	UK		
Publisher:	Pearson		

Author(s):	Matias Siqueira, Mirlene (Coord.)		
Title:	Medidas de Comportamento Organizacional: Ferramentas de diagnóstico e de gestão		
Edition:	1ª	Year:	2008
Local:	Porto Alegre		
Publisher:	Bookman		

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Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'COMPORTAMENTO ORGANIZACIONAL': Academic Year 2025/2026
Autor / Author	Prof. Doutora MARIA MANUELA MARQUES FAIA CORREIA
Classificação / Classification	-
Descritores / Descriptors	-
Colaborador(es) / Colaborator(s)	-
Data Hora / Date Time	
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