



UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Organizational Theory

Academic Year 2026/2027

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

Human Resource Management

3. Cycle

1st

4. Course Unit

Organizational Theory (11317)

5. Scientific Area

6. Curricular Year

2nd

7. Type of Curricular Unit / Semester

1st Semester



UNIVERSIDADE LUSÍADA
LISBOA

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. Doutor RUBEN JOSÉ DE ALMEIDA MARTINS RAPOSO

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

The general Objectives of this curricular unit are to provide students with the main aspects of the knowledge of what the Organizations are, of their functioning and the changes that are imposed on them throughout their existence.

15. Specific Objectives

The specific Objectives of this curricular unit are the study of Organizations emphasizing the functions that integrate it, the management of the departments that contribute it and the types of structure that they can assume.

16. Skills to be acquired

Apply the most current Knowledge of Organizations Management in the solution of their problems.

Ability to use instruments that allow the management of the various types of Organizations.

Evaluate various possible solutions to the problems encountered in the course of teaching/learning the subjects.

17. Teaching Methodology

Group work with presentation and discussion in class.

Oral Intervention in classes and students attendance.



UNIVERSIDADE LUSÍADA
LISBOA

18. Course Unit Program

Introduction.

1. Definition of Organization in Organizational Theory.
2. Notions about Organizations Theories.
3. Organizational behaviour and Organizational Culture.

A. The Functions of Organizations.

1. The Role of Decision Making.
2. The Role of Planning.
3. The Role of Organization.
4. The Control Function.

B. The Management Of Organizational Departments.

1. Production Management.
2. Marketing Management.
3. Human Resources Management.

C. The Organizational Structure.

1. Definition of Organizational Structure.
2. Fundamental Elements of Organizational Structure.
3. Determinants of the Organizational Structures.
4. Fundamental Structures.

19. Assessment Methods

The evaluation of this curricular unit will be based on the Regulations of the Lusíada University.

20. Didactic Resources

Power-point, Publications in the Library and Media Library.

21. Sustainability Objectives

The Sustainable Development Goals: SDG4, SDG8

22. Keywords

Change. Objectives. Leadership. Communication. Motivation.



UNIVERSIDADE LUSÍADA
LISBOA

23. Main Bibliography

Author(s): Bilhim, João
Title: Teoria Organizacional: Estruturas e Pessoas
Edition: 7a Year: 2013
Local: Lisboa
Publisher: ISCSP
ISBN Code:

Author(s): Caldas, M.; Bertero, C.
Title: Teoria das Organizações
Edition: 1ª Year: 2010
Local: São Paulo
Publisher: Atlas
ISBN Code:

Author(s): Teixeira, Sebastião
Title: Gestão das Organizações
Edition: 7a Year: 2013
Local: Lisboa
Publisher: Escolar Editora
ISBN Code:

24. Complementary Bibliography

Author(s): Carvalho, José Eduardo
Title: Gestão de Empresas: Princípios Fundamentais
Edition: 3a Year: 2014
Local: Lisboa
Publisher: Edições Sílabo
ISBN Code:

Author(s): Lopes dos Reis
Title: Manual da Gestão dos Stocks: Teoria e Prática
Edition: 4a Year: 2013
Local: Lisboa
Publisher: Editorial Presença
ISBN Code:



UNIVERSIDADE LUSÍADA
LISBOA

Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'TEORIA DAS ORGANIZAÇÕES': Academic Year 2026/2027
Autor / Author	Prof. Doutor RUBEN JOSÉ DE ALMEIDA MARTINS RAPOSO
Classificação / Classification	-
Descritores / Descriptors	-
Colaborador(es) / Colaborator(s)	-
Data Hora / Date Time	
Formato de dados / Data Format	Texto / Text, PDF
Estatuto de utilização / Usage	Acesso público / Public Access
Relação / Relation	Version 1,0
(c) Universidade Lusíada, 2026	