



UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
ORGANIZATIONAL BEHAVIOR

Academic Year 2026/2027

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

BUSINESS MANAGEMENT

3. Cycle

2nd

4. Course Unit

ORGANIZATIONAL BEHAVIOR (70203)

5. Scientific Area

6. Curricular Year

1st

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 15,00

Tutorial Guidance: 20,00

9. ECTS Credits

7,50

10. Scientific Area Coordinator

11. Regent

Prof. Doutora MARIA MANUELA MARQUES FAIA CORREIA

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

This curricular unit presupposes a sound understanding of the fundamental concepts of Organizational Behavior acquired in the first cycle of studies- namely, the micro, meso, and macro levels of analysis, as well as the main research and intervention methods in the field. Its aim is to critically and rigorously deepen students understanding of the key challenges currently facing Organizational Behavior, drawing on recent scientific research into advanced issues within the discipline.

15. Specific Objectives

Deepen, from a critical and investigative perspective, the micro, meso, and macro levels of Organizational Behavior introduced in the first cycle, situating them in light of the most recent theoretical and empirical developments in the field;

Develop the ability to read, interpret, and critically discuss scientific research findings in Organizational Behavior;

Analyze, based on current scientific evidence, advanced issues in Organizational Behavior

16. Skills to be acquired



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Critically interpret research findings in Organizational Behavior, situating them in relation to the knowledge acquired in the first cycle;

Develop research skills in Organizational Behavior, including the formulation of research questions and the discussion of methodological choices;

Critically analyze scientific articles in Organizational Behavior, identifying their theoretical assumptions, methodological choices, contributions, and limitations;

17. Teaching Methodology

Lessons of exposition and discussion of the topics chosen in the curricular unit.

N.B.: The readings indicated in the syllabus and others indicated during the course of the classes are mandatory before the class in which they will be discussed.

18. Course Unit Program

1. From the 1st to the 2nd Cycle in Organizational Behavior: Foundations, Assumptions, Contemporary Challenges, and Research Agenda
2. Micro Organizational Behavior: Critical and Investigative Perspectives
 - 2.1 Emotions and Emotional Intelligence: Models, Scientific Evidence, and Assessment of Emotional Competencies in Selection Contexts
3. Meso Organizational Behavior: Critical and Investigative Perspectives
 - 3.1 Managing Diversity, Equity, and Inclusion in Organizations: Scientific Research and Advanced Practices
 - 3.2 Managing Well-Being: Challenges for Organizations ? Critical Perspectives and Research Agenda
 - 3.3 Managing Toxicity: Executive Toxicity, Workplace Bullying, and Destructive Workplace Cultures
 - 3.4 Triggers of Toxic Leadership: Risks to Employee Well-Being and Recent Empirical Evidence
4. Macro Organizational Behavior: Critical and Investigative Perspectives
 - 4.1 Organizational Culture, Change, and Development: Advanced Models and Current Scientific Research

19. Assessment Methods

- a) Class participation and critical discussion, based on the compulsory readings indicated in the syllabus, focusing on the ability to critically analyse scientific research in Organizational Behavior;
- b) Critical analysis of scientific article(s) addressing one of the advanced topics covered in the programme, with presentation and discussion in class;
- c) Final written examination, focusing on the theoretical models addressed in the course and their critical and well-grounded application.

20. Didactic Resources

To the bibliographic elements mentioned in the Program/Syllabus are added those suggested in class by the teacher.

21. Sustainability Objectives



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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

Emotions
Organizational behavior
Well-being at work
Diversity/inclusion
Organizational toxicity



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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: 8^a Year: 2016
Local: Lisboa
Publisher: Rh Editora
ISBN Code:

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

Author(s): Kinder, A, Hughes, R & Cooper, C
Title: Occupational Health and Wellbeing Challenges and Opportunities in Theory and Practice
Edition: 1 Year: 2023
Local: London
Publisher: Routledge
ISBN Code:

24. Complementary Bibliography

Author(s): Ashkanasy, N. M., & Dorris, A. D.
Title: Emotions in the workplace (Annual Review of Organizational Psychology and Organizational Behavior,
Edition: 1^a Year: 2017
Local: NY
Publisher: Annual Reviews
ISBN Code:

Author(s): Sessa, V. & Bowling, N.
Title: Essentials of Job Attitudes and Other Workplace Psychological Constructs
Edition: 1 Year: 2021
Local: NY
Publisher: Routledge



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Autor / Author	Prof. Doutora MARIA MANUELA MARQUES FAIA CORREIA
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