UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Advanced Topics on Organizational Behavior

Academic Year 2025/2026

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL ANALYSIS

3. Cycle

2nd

4. Course Unit

Advanced Topics on Organizational Behavior (N3104)

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)

Practical classes:	0,00
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 aims to address in depth the main challenges that today's world poses to the area of Organizational Behavior.

15. Specific Objectives

- Recognize the main group and organizational factors that have an effect on productivity and performance in organizations;

- Identify different levels of analysis and methods in Organizational Behavior

16. Skills to be acquired

-Interpret research results in Organizational Behavior;
-Develop research capacity in Organizational Behavior;
-Develop capacity of critical analysis of scientific papers in Organizational Behavior;
-Know in depth the theoretical models of Organizational Behavior.

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.

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18. Course Unit Program

1. Organization and Organizational behavior: Levels of analysis and research/intervention methods
2. Micro organizational behavior
2.1 Emotions and emotional intelligence: Selection and assessment of emotional
3. Meso organizational behavior
3.1 Managing diversity, equity and inclusion in organizations
3.2 Managing wellbeing: Challenges for organizations
3.3 Managing toxicity: Executive toxicity, workplace bullying and destructive workplace cultures
3.4 Triggering Toxic Leadership: Risks to employee wellbeing
4. Macro organizational behavior
4.1 Culture, Change, and Organization Development

19. Assessment Methods

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

20. Didactic Resources

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

21. Sustainability Objectives

SDG 4: Quality Education
SDG 8: Decent work and economic growth

22. Keywords

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

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23. Main Bibliography

Author(s): Cunha, M P.; Rego, A.; Cunha, R.; CABRAL-CARDOSO, C.
Title: Manual de Comportamento Organizacional e Gestão
Edition: 8ª Year: 2016
Local: Lisboa
Publisher: Rh Editora
ISBN Code:

Author(s): Wagner III, J. & Hollenbeck J.
Title: Organizational Behavior Securing Competitive Advantage NY
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: 1ª 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

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Publisher: Routledge
ISBN Code:

Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'TÓPICOS AVANÇADOS DE COMPORTAMENTO ORGANIZACIONAL': Academic Year
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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