UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Organizational Behaviour

Academic Year 2026/2027

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

Marketing

3. Cycle

1st

4. Course Unit

Organizational Behaviour (V1011)

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 ANA MARGARIDA SILVESTRE GRAÇA

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

Provide an integrated understanding of the main concepts, theories and models of organizational behavior, analysing the individual, group and organizational factors that influence workplace behavior. The course aims to develop students' ability to interpret organizational phenomena and apply acquired knowledge to organizational challenges.

15. Specific Objectives

Understand the theoretical foundations of organizational behavior and their relevance to organizational management. Analyse the influence of individual differences, motivation, communication, leadership and organizational culture on workplace behavior. Develop critical analysis skills and apply acquired knowledge to solving organizational problems.

16. Skills to be acquired

Identify and analyse individual, group and organizational factors that influence human behavior in organizations. Apply organizational behavior concepts and models to the analysis of practical situations. Develop communication, teamwork, critical thinking and decision-making skills in diverse organizational contexts.

17. Teaching Methodology

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Teaching will combine the presentation and discussion of the main concepts and models of organizational behavior with the analysis of case studies, scientific articles and real organizational situations. Critical reflection activities, group work, debates and presentations will be encouraged, promoting the application of acquired knowledge to different organizational contexts.

18. Course Unit Program

1. Organization and organizational behavior
1.1 Concept, evolution and relevance of organizational behavior
1.2 Levels of analysis and methods of research and intervention
2. Micro organizational behavior
2.1 Managing diversity and individual differences
2.2 Perception, attitudes and values in organizational contexts
2.3 Motivation and job performance
2.4 Job satisfaction, well-being and employee engagement
2.5 Stress and burnout
3. Meso organizational behavior
3.1 Efficiency, motivation and quality in job design
3.2 Organizational communication and interpersonal relationships
3.3 Group dynamics and team effectiveness
3.4 Conflict management and negotiation
3.5 Leadership in groups and organizations
4. Macro organizational behavior
4.1 Organizational culture and climate
4.2 Power, influence and organizational politics
4.3 Organizational change, innovation and development
5. Emerging topics in organizational behavior
5.1 Diversity, equity and inclusion
5.2 Hybrid work and digital transformation
5.3 Artificial intelligence and the future of work
5.4 Sustainability and organizational responsibility

19. Assessment Methods

The General Regulations for the Assessment of Knowledge currently in force will apply. Under continuous assessment, oral contributions distributed throughout the teaching period and a final written test will be mandatory. A group assignment will also be completed, as defined in the Continuous Assessment Plan for the course unit.

20. Didactic Resources

- Recommended bibliography;
- Course support materials;
- Case studies;
- Audiovisual resources.

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21. Sustainability Objectives

SDG 8: Decent work and economic growth;
SDG 4: Quality education;
SDG 10: Reduced inequalities.

22. Keywords

Organizational behavior;
Motivation;
Leadership;
Organizational culture;
Workplace well-being.

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23. Main Bibliography

Author(s):	Robbins, S., & Judge, T.		
Title:	Organizational Behavior, Global edition		
Edition:	19	Year:	2023
Local:	Harlow		
Publisher:	Pearson		
ISBN Code:	9781292450025		

Author(s):	Hou, N., Tan, J. A., & Valdez Paez, G. (Eds.)		
Title:	Organizational Behavior: An evidence-based guide for MBA students		
Edition:	1	Year:	2023
Local:	Cham		
Publisher:	Springer		
ISBN Code:	9783031313554		

Author(s):	Alvesson, M., & Sveningsson, S.		
Title:	Changing Organizational culture: Cultural change work in progress		
Edition:	3	Year:	2025
Local:	London		
Publisher:	Routledge		
ISBN Code:	9781032755618		

24. Complementary Bibliography

Author(s):	Vernooij, C., Stuijt, J., Hendriks, M., ten Have, W., & ten Have, S.		
Title:	Organizational Behaviour and change management: The impact of cognitive and social bias		
Edition:	1	Year:	2023
Local:	London		
Publisher:	Routledge		
ISBN Code:	9781032264240		

Author(s):	Elsworth, T.		
Title:	Managing in organisations: A practical guide		
Edition:	1	Year:	2025
Local:	London		
Publisher:	Routledge		

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Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'COMPORTAMENTO ORGANIZACIONAL': Academic Year 2026/2027
Autor / Author	Prof. Doutora ANA MARGARIDA SILVESTRE GRAÇA
Classificação / Classification	-
Descritores / Descriptors	-
Colaborador(es) / Colaborator(s	-
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