

COURSE SYLLABUS

(1) GENERAL

SCHOOL	HEALTH SCIENCES MANAGEMENT AND ECONOMICS SCIENCES		
DEPARTMENTS	<ul style="list-style-type: none"> ▪ SOCIAL WORK ▪ NUTRITION AND DIETETICS SCIENCES ▪ BUSINESS ADMINISTRATION AND TOURISM 		
LEVEL OF STUDY	Graduate/Master's		
COURSE CODE	CDDA-B02	SEMESTER	2
COURSE TITLE	Organizational Behavior and Human Resource Management		
INDEPENDENT TEACHING ACTIVITIES		TEACHING HOURS WEEKLY	CREDIT UNITS (ECTS)
Lectures		3	7.5
COURSE TYPE	General knowledge - Mandatory		
PREREQUISITE COURSES:	-		
LANGUAGE OF TEACHING and EXAMINATIONS:	Greek		
THE COURSE IS OFFERED TO ERASMUS STUDENTS	-		
COURSE WEBSITE (URL)	https://eclass.hmu.gr/courses/SW355/		

(2) LEARNING OUTCOMES

Learning Outcomes
<p>Organizational behavior is the interdisciplinary field that examines the functioning of people in the context of social organizations through the systematic study of individual, group and organizational processes to achieve the goals of the organization as well as their personal pursuits. The goal of the scientific field of Organizational Behavior is to improve the effectiveness of organizations as well as the quality of life of the people who live and work in them, combining three levels of analysis: individual processes, group processes and organizational processes.</p> <p>Human Resource Management is the function of a business or organization (GENERAL an organization) concerned with attracting, training, evaluating and rewarding human resources, taking into account industrial relations, health, safety and justice and considering the human being as the most important factor in achieving the goals of the organization and Human Resources Management (HRM), is a basic condition for survival and a critical parameter of lasting competitiveness and success for modern businesses and organizations</p> <p>Upon successful completion of the course, the student will be able to:</p> <ol style="list-style-type: none"> 1. Describes the basic concepts of the field of organizational behavior 2. Recognizes the complexity and diversity of organizations 3. Understands behavioral theories 4. Understands different approaches to the learning process 5. Understands the concept of Human Resource Management & Strategic Human Resource Management 6. Recognizes the theories related to Human Resource Management 7. Describes the responsibilities of Human Resource Management 8. Recognizes the concept of Human Resource planning as well as the stages of planning 9. Recognizes the concepts of job satisfaction and motivation as well as the factors that affect job satisfaction 10. Define the concepts of work stress and burnout and recognize the factors that cause work stress and burnout 11. Understands the concept of organizational culture and its effect on the efficiency and

- quality of services offered
12. Analyzes the factors that shape the organizational culture
 13. Describes organizational culture theories
 14. Understands the concept of organizational development, organizational change and organizational change strategies
 15. Describes leadership theories
 16. Recognizes the concept of organizational change as well as its characteristics and stages
 17. Describes the different strategic approaches to change management
 18. Identifies the implications of organizational change at the level of strategy, structure and culture

General Skills

The course aims for the students to acquire the following general skills:

- Search, analysis and synthesis of data and information, using the necessary technologies
- Exercise criticism and self-criticism.
- Teamwork
- Work in an interdisciplinary environment
- Respect for diversity and multiculturalism
- Demonstration of social, professional and ethical responsibility and sensitivity to leaf issues
- Decision making
- Promotion of free creative and inductive thinking

(3) COURSE CONTENT

The course includes the following sections:

- Introduction to Organizational Behavior
- The person in the organization personality traits and values
- Introductory concepts in Human Resource Management
- Strategic Human Resources Management
- Work motivation/motivation and job satisfaction
- Occupational Stress, Occupational Burnout / Mental Resilience
- Human Resource Planning
- Organizational culture
- Obstacles to the inclusion of the disability dimension in the organizational culture: stereotypes, prejudices and the glass ceiling
- Inclusive organizational culture and addressing violence and harassing/intimidating behaviors against people with disabilities, with an emphasis on disabled women.
- Fundamental principles of organization structure
- Leadership
- Organizational change

(4) TEACHING and LEARNING METHODS - EVALUATION

METHOD OF DELIVERY	Face-to-face, distance learning	
USE OF INFORMATION AND COMMUNICATION TECHNOLOGIES	Use of Powerpoint & use of e-class learning management system are used complementary for asynchronous support of the learning process.	
TEACHING ORGANIZATION	Activity	Semester Workload
	Lectures	39
	Literature study and analysis	66
	Unguided study	80
	Examination	40

	Total Course	225
STUDENT EVALUATION	Evaluation language: Greek Final work: 100% Written exam Multiple Choice Test, Short Answer Questions	

(5) RECOMMENDED-BIBLIOGRAPHY

- Suggested Bibliography:

Gomez-Mejia L., Balkin D. & Cardy R. (2014). Human Resources Management. 1st Edition. Athens: Broken Hill Publications.

Vaxevanidou M & Rekleitis P . (2019). Human Resources Management. 1st Edition. Athens: Propompos Publications

Gomez-Mejia L., Balkin D. & Cardy R. (2014). Human Resources Management. 1st Edition. Athens: Broken Hill Publications.

Vaxevanidou M & Rekleitis P . (2019). Human Resources Management. 1st Edition. Athens: Propompos Publications

Miner JB (2015) Organizational Behavior: Essential Theories of Motivation and Leadership Routledge London

Roussell L, Swansburg R (2010) Nursing Management & Leadership. Scientific Editing of the Greek Edition Stavropoulou A, Kelesi- Stavropoulou M. Paschalidis Publications, Athens

- Related scientific journals:

- Journal of Interprofessional Care
- Journal of Organizational Change Management
- Public Organization Review
- Journal of multidisciplinary healthcare
- Journal of healthcare leadership
- BMC health services research
- Journal of health organization and management
- The Health Care Manager
- Open Journal of Leadership