



UNIVERSITETI / UNIVERSITY
"ISA BOLETINI"
MITROVICË

SYLLABUS: ORGANIZATIONAL THEORY - PROGRAM: ECONOMIC ENGINEERING		
The faculty:	Mechanical and Computer Engineering	
Department:	Economic Engineering	
Level:	Bachelor	
Subject code:	214 IE	
Subject:	ORGANIZATIONAL THEORY	
Case Status:	Elective (E)	(Mandatory or Elective)
Semester:	(V)	(Winter /Summer)
Fund of hours:	2+2	(According to the approved program)
ECTS:	4	(According to the approved program)
Schedule/Hall:		
Academic year:	2024/25	
Teacher:	Prof. ass. dr. Loyal HAJDARI	
Assistant:		
Contacts:	Teacher	Assistant
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Telephone:		
Description of the subject	The main topics covered in this module are as follows: Introduction to organizational behavior; The general model of behavior at work: Values and attitudes; Personality; Perception; Skills and Abilities; Motivation through work design; Group behavior; Social relations from and in the Organization; Communication; Power and political behavior.	

P u r p o s e	Students are introduced to the meaning of organizational behavior and learn how to understand employee behavior and how to achieve greater effectiveness with the use of human resources, how to motivate and evaluate employees in order to stimulate increased employee performance at work.
E x p e c t e d l e a r n i n g o u t c o m e s	After completing the course, the student will be able to: ·Identify and explain the role of personality and behavior in influencing organizational perception. ·Identify and compare approaches related to employee motivation and performance. ·Understand the importance of effective communication within the organization, discuss the importance of groups in organizations and how they can influence decision-making, efficiency and effectiveness of the organization. ·To evaluate the role and effectiveness of leadership within the organization and to apply ethics in the workplace

	Weeks	Themes
P r o g r a m	Week - I	Presentation of the syllabus and introduction to the subject
	Week - II	Introduction to organizational theory
	Week - III	A general model of the study of work behavior
	Week - IV	Values and attitudes
	Week - V	Personality
	Week - VI	PERCEPTIONS
	Week - VII	The first test
	Week - VIII	Skills and Abilities
	Week - IX	Motivation through job design
	Week - X	Group behavior
	Week - XI	Social connections in and from the Organization
	Week - XII	Communication - 7C of communication
	Week - XIII	Power and political behavior

	Week XIV	Summary lecture and presentation of seminar papers
	Week - XV	The second test

LITERATURE	
L I T E R A T U R E	1. Kasimati M., (2010), Organizational Behavior, Tirana; 2. Canco G., etc., (2016), SielljaOrganizative, Tirana; Operation Management, Jay Heizer (Texas Lutheran University), & Barry Render (Graduate School of Business, Rollins College), Prentice Hall, 2010. 3. Stephen Robbins, Timothy Judge, 2013 Organizational Behavior; 15th global edition, 4. Schreyögg, G., & Sydow, J., (2009), Verhalten in Organisationen, Springer-Verlag

T e a c h i n g m e t h o d o l o g y	Teaching methodology may include a combination of the following:			
	• Lectures: Classroom lectures can be used to introduce new concepts and techniques, as well as provide an overview of the course material. • Practical exercises: Students can be provided with practical exercises to practice using study cases. These exercises can be done individually or in groups, depending on class size and available resources. • Invited guests: Inviting guests from different businesses, then industry or academia can provide students with additional perspectives on the applications and challenges of operations management in different fields. • Projects: Assigning projects to students can help them apply the concepts and techniques covered in the course to real-world problems. These projects can be done individually or in groups and can be tailored to the interests and abilities of the students. • Discussions and critiques: Engaging students in classroom discussions and critiques can help them develop their communication and critical thinking skills, as well as provide valuable feedback on their work.			
	Contribution to the student's workload (which must correspond to the student's learning outcomes - 1 ECTS credit = 25 hours)			
	ACTiViTY	hour	Day/week	in total
	Lectures	2	15	30
	Theoretical exercises	2	15	30
	Practical work	3	1	3
	Contacts with the teacher/consultations	1	5	5
	Field exercises	1	2	2
	Tests, colloquiums, seminars	2	2	4
	Homework	3	2	6
	Student's independent study time (in the library or at home)	3	2	6
	Final exam preparation	3	2	6
	Time spent on assessment (tests, quizzes, final exam)	2	2	4
	Projects, presentations, etc	2	2	4
TOTAL				100

A S S E S S M E N T	Evaluation methods	
	- Quizzes and Exams: Quizzes or short exams may be given periodically to test students' understanding of the material covered in class. - Presentations: Students may be asked to give presentations on a topic related to operations management. This can help them develop their communication skills and deepen their understanding of the subject. - Class Participation: Students may be assessed based on their active participation in class discussions, group work and other class activities. - Final Project: Students may be required to complete a final seminar project that demonstrates their mastery of the operations management skills and knowledge acquired during the course.	
	Tests/Interviews (First Test); (Second test);	15%
		15%
	Practice test during exercises (Essay)	
	Seminar work	10%
	Interpretation and presentation of artistic creativity and other works.	
	Assignments and courses during the semester.	
	Professional practice	
	Other [specify], Continuity	10%
	Final exam	50%
	TOTAL	100%
	Final grade:	Points (%) Grade
		91 – 100 10
		81 - 90 9
		71 - 80 8
		61 - 70 7
		51 - 60 6

A c a d e m i c p o l i c i e s	The criteria for regular attendance and the rules of etiquette during the organization of the lesson are set. Ethics in teaching Seminar papers must be personal papers of each student. There will be no tolerance for copying, "borrowing" from the Internet or any other material. The same or similar works will have negative evaluations in the student's final evaluation. • TIME In agreement with the students, the deadlines for submitting the papers will be determined. There will be no tolerance for late submission of works. Failure to arrive at the time when the assignment is explained does not excuse the student for not submitting the paper. The deadline will be given earlier. The student has the right to request consultation with the professor whenever he/she deems it reasonable and necessary for the completion of his/her work. • Rules of conduct and academic policies: - o active participation of students in lectures and exercises - o participation in discussion, comments and free expression of opinion, thought and academic attitude (with arguments) - o mandatory independent work and the use of additional sources of information (various scientific websites, scientific journals, summaries of conference proceedings, etc.) - o respecting the schedule of lectures and exercises, without infringing academic freedom (mobile phones without sound) - o respecting the speech, thoughts and ideas of colleagues, - o arriving late and leaving without a valid reason from the lecture, exercises, test or exam are not allowed, - o preparation and delivery of relevant lectures (obligation of the teacher). - o if the student is absent more than four times without reason in lectures and exercises, he does not receive the signature for attendance. - o the student cannot take the exam without an official document, - o if the student is dissatisfied with the grade obtained, he has the right to appeal in writing to the dean, within two working days, after the announcement of the results, UMIB Statute if the student does not respect the rules in the exam, uses tools that are not allowed, he is assessed with a negative grade.
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