

COURSE OUTLINE

(1) GENERAL

SCHOOL	Faculty of Economics and Political Sciences		
ACADEMIC UNIT	Department of Economics		
LEVEL OF STUDIES	Postgraduate		
COURSE CODE	MGT473	SEMESTER	8th
COURSE TITLE	Organizational Theory		
INDEPENDENT TEACHING ACTIVITIES <i>if credits are awarded for separate components of the course, e.g. lectures, laboratory exercises, etc. If the credits are awarded for the whole of the course, give the weekly teaching hours and the total credits</i>		WEEKLY TEACHING HOURS	CREDITS
Lectures		3h x 13 Weeks	7
Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).			
COURSE TYPE <i>general background, special background, specialised general knowledge, skills development</i>	Area		
PREREQUISITE COURSES:			
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	Greek		
IS THE COURSE OFFERED TO ERASMUS STUDENTS	No		
COURSE WEBSITE (URL)	https://eclass.uoa.gr/courses/ECON838/		

(2) LEARNING OUTCOMES

Learning outcomes <i>The course learning outcomes, specific knowledge, skills and competences of an appropriate level, which the students will acquire with the successful completion of the course are described.</i> Consult Appendix A • Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area • Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B • Guidelines for writing Learning Outcomes
<i>Upon the successful completion of the course, students will be able to:</i> 1. Analyze factors from both the internal and external environments of organizations with an impact on the effectiveness, efficiency, and overall performance of employees and organizations 2. Explain the significance as well as the characteristics of corporate culture and its impact on the organizational development. 3. Recognize the fundamental steps of the decision-making process. 4. Differentiate among various leadership styles and evaluate their effectiveness in diverse organizational contexts. 5. Examine the dynamics of groups and teams in organizations and identify the factors that shape their behavior and performance. 6. Interpret the importance of managing organizational change and analyze its complexity within various organizational contexts. 7. Communicate effectively in writing and verbally.
General Competences

<i>Taking into consideration the general competences that the degree-holder must acquire (as these appear in the Diploma Supplement and appear below), at which of the following does the course aim?</i>	
Search for, analysis and synthesis of data and information, with the use of the necessary technology Adapting to new situations Decision-making Working independently Team work Working in an international environment Working in an interdisciplinary environment Production of new research ideas	Project planning and management Respect for difference and multiculturalism Respect for the natural environment Showing social, professional and ethical responsibility and sensitivity to gender issues Criticism and self-criticism Production of free, creative and inductive thinking Others...
- Search for, analysis and synthesis of data and information, with the use of the necessary technology - Adapting to new situations - Decision-making - Working independently - Project planning and management - Respect for difference and multiculturalism - Respect for the natural environment - Showing social, professional and ethical responsibility and sensitivity to gender issues - Criticism and self-criticism - Production of free, creative and inductive thinking	

(3) SYLLABUS

The course aims to provide a critical understanding of the fundamental levels of analysis within contemporary organizations, i.e., the individual, the group, and the organization as well as to explore the interactions among them. In this context of analysis, the key factors influencing and shaping employee attitudes, behaviors, and strategic orientations are discussed. While, at the same time, emphasis is given, on individual behavior, group dynamics, workplace conflict, leadership, and organizational change; thus, fostering students' ability to interpret how individual and organizational factors determine organizational effectiveness and efficiency.

(4) TEACHING and LEARNING METHODS - EVALUATION

DELIVERY <i>Face-to-face, Distance learning, etc.</i>	Face-to-face in class lectures									
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY <i>Use of ICT in teaching, laboratory education, communication with students</i>	- Use of ICT in teaching - Presentation software (e.g., power point) - Additionally, the students use office automation tools, web browsers. - Student learning is facilitated via the e-Class which, provides access to course announcements, teaching materials, assignment briefs and submission portals. The platform facilitates both independent study and interaction, enhancing the overall learning experience. - The Webex platform is also used to support and enhance student–instructor collaboration and communication.									
TEACHING METHODS <i>The manner and methods of teaching are described in detail.</i> <i>Lectures, seminars, laboratory practice, fieldwork, study and analysis of bibliography, tutorials, placements, clinical practice, art</i>	<table><tr><th>Activity</th><th>Semester workload</th></tr><tr><td><i>Lectures</i></td><td>36</td></tr><tr><td><i>Independent study</i></td><td>70</td></tr><tr><td><i>Self-assessment</i></td><td>22</td></tr></table>		Activity	Semester workload	<i>Lectures</i>	36	<i>Independent study</i>	70	<i>Self-assessment</i>	22
Activity	Semester workload									
<i>Lectures</i>	36									
<i>Independent study</i>	70									
<i>Self-assessment</i>	22									

workshop, interactive teaching, educational visits, project, essay writing, artistic creativity, etc. The student's study hours for each learning activity are given as well as the hours of non-directed study according to the principles of the ECTS	Final exams preparation	50
	Final exams	2
	Course total	
STUDENT PERFORMANCE EVALUATION <i>Description of the evaluation procedure</i> <i>Language of evaluation, methods of evaluation, summative or conclusive, multiple choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other</i> <i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i>		
<u>Summative assessment</u> Individual written assignment and mid-term exams or final exams. Greek Final exams include: multiple choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report The study materials, the assessment process and the evaluation criteria are communicated to the students during the lectures as well as announced on the e-Class.		

(4) ATTACHED BIBLIOGRAPHY

- Suggested bibliography: - Griffin, R.W. and Phillips, J.M. (2025), <i>Organizational Behavior</i>, 14th Eds, Athens: Tziola. (In Greek) - Konopaske, R., Ivancevich, J. και Matteson, M. (2021), <i>Organizational Behavior and Management</i>, 11th Eds. Athens, Tziola (In Greek) - Nickels, W., McHugh, J. and McHugh, S. (2024), <i>Undesrtanidng Business</i>, 13th Eds. Athens, Tziola (In Greek) - Robbins, S.P. and Judge, T. (2018), <i>Organizational Behavior</i>, 2nd Eds., Athens, Kritiki. Εκδόσεις Κριτική. (In Greek) - Related academic journals: - Journal of Organizational Behavior - Group and Organization Management - Employee Relations - Leadership and Organizational Development Journal
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