

Organizational Psychology & Business Performance

Course code: MGMT 3400

Total contact hours: 48 hours

Pre-requisite: None

Course Overview

Understanding the human side of organizations is a key factor for creating successful, innovative and adaptive workplaces. This course provides students with a science-based exploration of how human beings behave within organizations.

The course's relevance lies in addressing the challenges faced by today's rapidly evolving global workplace. Organizations must navigate complex issues such as managing diversity, driving engagement, and fostering environments where people feel valued and motivated to work.

The purpose of this course is twofold: to provide students with foundational knowledge of human behavior in organizational settings and to develop practical skills to apply these principles to real world scenarios. Students will delve into the foundations of human behavior and organizational psychology, analyzing individual differences and their impact on workplace dynamics. They will examine the role of motivation in employee engagement, investigate organizational culture, and explore effective change management strategies. The course also covers leadership theories and their practical applications, preparing students to address ethical dilemmas in diversity, equity, and inclusion.

This is a theoretical-practical course and explores/responds to the following inquiry according to the professional/disciplinary profile: *"What are some ways organizations can support individuals to contribute to team success?"*