

## SUBJECT TEACHING GUIDE

### G1207 - Organisational Behaviour and Design

#### Degree in Labour Relations

Academic year 2024-2025

1. IDENTIFYING DATA				
Degree	Degree in Labour Relations		Type and Year	Compulsory. Year 3
Faculty	Faculty of Law			
Discipline	Subject Area: Organisation of Business and Work, Administration and Management of Human Resources Module: Disciplinary Training			
Course unit title and code	G1207 - Organisational Behaviour and Design			
Number of ECTS credits allocated	6	Term	Semester based (2)	
Web				
Language of instruction	Spanish	English Friendly	No	Mode of delivery Face-to-face

Department	DPTO. ADMINISTRACION DE EMPRESAS
Name of lecturer	MARIA CONCEPCION LOPEZ FERNANDEZ
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Other lecturers	VANESA SANCHEZ SANTOS

### 3.1 LEARNING OUTCOMES

- To describe and know the main elements of the perception, decisiveness and motivation processes in real situations.
- To identify the key factors that explain groups' behavior . To summarize the conclusions of the main theories about leadership and to know the communication process and its components in order to analyze the different effects on the workplace.
- To analyze the process of conflict and to assess why they do exist in organizations . To analyze the elements of the organizational culture and its influence in companies.
- To identify the basic mechanisms of coordination in companies.
- To understand the major design parameters.
- To know the main contingency factors affecting organizations and to understand their influence.
- To analyse the strategic decisions that can be formulated in companies.

### 4. OBJECTIVES

- To perceive the diversity and complexity of the behaviour of individuals who are part of an organization and its interactions both on an individual and group basis.
- To know the main design parameters and the strategic decisions in business organization.
- To analyze the importance of corporate culture and leadership as determinants factors for business success
- To better know the processes of business decision making and negotiation

### 6. SUBJECT PROGRAM

CONTENTS	
1	ORGANIZATIONS
2	THE DESIGN PARAMETERS
3	THE CONTINGENCY FACTORS
4	THE CONFIGURATIONS OF STRUCTURE
5	THE ORGANIZATIONAL CULTURE
6	THE LEADERSHIP IN THE ENTERPRISE
7	THE COMMUNICATION STRATEGY
8	POWER, CONFLICT AND NEGOTIATION

7. ASSESSMENT METHODS AND CRITERIA				
Description	Type	Final Eval.	Reassessn	%
Theory exam	Written exam	Yes	Yes	50,00
Practical case studies	Others	No	Yes	50,00
TOTAL				100,00
Observations				
<p>The subject consists of two parts: theory and practice, each with a value of fifty percent in the final grade. Each one must be approved with a minimum score of five points.</p> <p>The theoretical part of the subject will be passed by completing a final exam of short questions. The practical part will be passed by making readings and practical cases that will be carried out during the course, in the classroom and in group.</p> <p>Students who do not pass the practical part of the subject through continuous assessment, may overcome that part of the subject in the extraordinary call by taking an exam of practical content. The grade for activities carried out during the course, if it is over five, will be kept for the extraordinary call under the same conditions as in the ordinary call.</p> <p>Students who do not opt for continuous evaluation of the practical part of the subject will take a final exam of theoretical contents and a practical case exam.</p> <p>If a health alert prevents the development of the subject in person and, therefore, also the continuous evaluation, the classes will be carried out using Teams. The practical cases would be carried out individually after the lectures and delivered through the Moodle platform.</p> <p>Regarding the exam, in the case of the theory exam, the evaluation would be done through Teams and it would be oral (the exam will be recorded). In the case of the practical exam, it will also take place on the day of the exam and will be delivered through Moodle. In addition, according to the Regulations of the evaluation processes of the University of Cantabria, the oral exam would be public.</p>				
Observations for part-time students				
<p>Part time students or those who waive continuous evaluation (during the first three weeks of the course) will have a theoretical-practical exam. This exam will consist of two different parts: theory (50%) and practice (50%), which must be passed separately and with a minimum grade of five in both cases. In the theory part, four short questions on the syllabus will be proposed. In the practical part, a business case will be given, and five questions will be asked.</p>				

8. BIBLIOGRAPHY AND TEACHING MATERIALS
BASIC
FUENTE SABATÉ, J.M. DE LA; GARCIA-TENORIO RONDA, J.; GUERRAS MARTIN, L.A. y HERNANGOMEZ BARAHONA, J. (1997): Diseño organizativo de la empresa. Civitas. Madrid.
HODGE, B.J.; ANTHONY, W.P.; GALES, L.M. (1998): Teoría de la organización. Un enfoque estratégico. Prentice Hall Ibérica. Madrid.
MINTZBERG, H. (1979): La estructuración de las organizaciones. Plaza & Janés. Barcelona. 1990.
ROBBINS, S.P. (2009): Comportamiento organizacional. Prentice-Hall. México.