

FUC - Ficha de Unidade Curricular

Curricular Unit's File

Code	L0524
Name (PT)	Modelos Organizacionais
Name (EN)	Organizational Models
Regime	Semestral
Level	1.º Ciclo
Teaching language	Português , Inglês
School	Escola de Gestão (EG)
Departament	DRHCO
Scientific area	Recursos Humanos (RH)
Responsible academic staff	Sara Cristina Moura da Silva Ramos
Pre-requisites	None
Objectives	This course intends to familiarize the student with several organizational models and its respective implications as regards organizational behavior.
Learning outcomes	<p>The student that successfully completes this course will be able to:</p> <p>LG1 - Describe the nature of organizations and organizational behaviour;</p> <p>LG2 - Identify the key-variables to design and analyze organizational models;</p> <p>LG3 - Recognise and contrast organizational models;</p> <p>LG4 - Articulate organizational models with core issues in organizational behaviour;</p> <p>LG5 - Debate and demonstrate managerial options anchored in organizational models.</p>
Syllabus	<p>PC1. Introduction</p> <p>1. What are Organizations, Models and Organizational Behaviour</p> <p>2. Organizational Structures</p> <p>3. Manager's competencies</p> <p>PC2. Organizational Models anchored in Productivity and Well-being balance</p> <p>1. Conceptions of productive and healthy organizations</p> <p>2. Designing a productive and motivating work</p> <p>3. The motivational and emotional dimensions in organizations</p> <p>PC3. Organizational Models anchored in Interdependence and Values balance</p> <p>1. Conceptions of meaningful and systemic sustainable organizations</p> <p>2. Designing an integrated and meaningful work</p> <p>3. Values, communication and teams in organizations</p> <p>PC4. Organizational Models anchored in Power and Change balance</p> <p>1. Conceptions of political organizations</p> <p>2. The exercise of power.</p>
Assessment	<p>Continuous evaluation - the student is required to have attended at least 80% of the classes</p> <p>- Group assignment: written report (30%); oral presentation (20%)</p> <p>- Exam (50%)</p> <p>Approval in the continuous evaluation requires a minimum grade of 8 in any evaluation instrument and as long as the final grade reaches 10.</p> <p>Final evaluation - exam (100%)</p>

Teaching methodology	<p>The teaching methodology includes theoretical (expositive methodologies) and practical-theoretical classes with exercises and case-studies debates (participative methodologies).</p> <p>There is equally a set of active methodologies with the realization of a group essay with a debate in class. Lastly, the autonomous study totals 114 hours (preparation of the essay 60h + debate 14h + preparation for in class exercises 10h + preparation for the exam 30h along the semester).</p>
Demonstration of the syllabus coherence with the curricular unit's objectives	<p>PC1 - LG1 and LG2 PC2 - LG3 to LG5 PC3 - LG3 to LG5 PC4 - LG3 to LG5</p>
Demonstration of the coherence between the teaching methodologies and the learning outcomes	<p>Expositive Method. - All LG Participative Method. - LG2 to LG5 Active Method. - LG2 to LG5</p>
Main Bibliography	<p>Sem observações</p>
Complementary Bibliography	<p>No observations</p>