

UNIVERSITY OF ECONOMICS – VARNA
FACULTY OF MANAGEMENT
DEPARTMENT “INTERNATIONAL ECONOMIC RELATIONS”

Adopted by the FC (record № 12/ 29.04.2024)

Adopted by the DC (record № 8/ 16.04. 2024)

ACCEPTED BY:

Dean:

(Assoc. Prof. Dobrin Dobrev, PhD)

SYLLABUS

SUBJECT: “LEADERSHIP MANAGEMENT AND ORGANIZATIONAL BEHAVIOUR”;

DEGREE PROGRAMME: Maritime Business and International Trade; BACHELOR’S DEGREE

YEAR OF STUDY: 2; SEMESTER: 4;

TOTAL STUDENT WORKLOAD: 180 hours; incl. curricular 60 hours

CREDITS: 6

DISTRIBUTION OF WORKLOAD ACCORDING TO THE CURRICULUM

| <i>TYPE OF STUDY HOURSE</i> | WORKLOAD, h. | TEACHING HOURS PER WEEK, hours |
|--|---------------------|---------------------------------------|
| CURRICULAR: incl. <ul style="list-style-type: none">• LECTURES• SEMINARS (lab. exercises) | 30 30 | 2 2 |
| EXTRACURRICULAR | 120 | - |

Prepared by:

1.
(Assoc. Prof. V. Makni, PhD)

2.
(Chief. Ass. Prof. M. Kamdzhilov, PhD)

Head of department:
“International Economic Relations” (Prof. V. Dimitrova, PhD.)

I. ANNOTATION

The "Leadership management and organizational behaviour" course aims to provide knowledge on the foundations of leadership and its importance to managerial processes. The students will be taught to evaluate and create a stable and smooth working organisational environment. The course emphasises communication skills, personal development, and decision-making for enterprise purposes.

Throughout the course the following key competences are developed: Interpersonal skills, and the ability to adopt new competences; active citizenship.

II. THEMATIC CONTENT

| No. | TITLE OF UNITS AND SUBTOPICS | NUMBER OF HOURS | | |
|--|-------------------------------------|-----------------|----------|-----|
| | | L | S | L.E |
| 1. Leadership in Business | | 2 | 2 | |
| 1.1 | Defining Leadership | | | |
| 1.2 | Change and Leadership | | | |
| 1.3 | Leadership Skills | | | |
| 2. Leadership Styles and Organizational Effectiveness | | 2 | 2 | |
| 2.1 | Leadership Styles | | | |
| 2.2 | Leadership Research Approaches | | | |
| 3. Leadership Development Strategies | | 2 | 2 | |
| 3.1 | Developing Individual Leaders | | | |
| 3.2 | Leadership at a Collective Level | | | |
| 3.3 | Strategic Leader | | | |
| 4. Team Development | | 2 | 2 | |
| 4.1 | Team Structure | | | |
| 4.2 | Effective Team | | | |
| 5. Change Management | | 2 | 2 | |
| 5.1 | Types of Change Management Programs | | | |
| 5.2 | Change Management Model | | | |
| 6. Communication Skills of Business Leader | | 2 | 2 | |
| 6.1 | Types of Communication | | | |
| 6.2 | Different Theories | | | |
| 7. Organizational Behaviour | | 2 | 2 | |
| 7.1 | Key Terms | | | |
| 7.2 | Explaining organizational behaviour | | | |
| 8. Organization's Environment | | 2 | 2 | |
| 8.1 | The essence | | | |
| 8.2 | Environment analysis tools | | | |
| 9. Individuals in the organization | | 2 | 2 | |
| 9.1 | Personality | | | |
| 9.2 | Communication | | | |
| 9.3 | Motivation | | | |
| 10. Individuals in groups | | 2 | 2 | |
| 10.1 | The individual and the group | | | |

| | | | | |
|---|--|-----------|-----------|--|
| 102 | Group influences on individuals | | | |
| 103 | Individual influences on group attitudes and behaviour | | | |
| 11. Elements of Organizational Structure | | 2 | 2 | |
| 11.1 | Organization structuring | | | |
| 11.2 | Line, staff and functional relationships | | | |
| 11.3 | Roles in organizations | | | |
| 12. Organization Design | | 2 | 2 | |
| 13. Organizational Architecture | | 2 | 2 | |
| 14. Decision Making | | 2 | 2 | |
| 14.1 | Models of decision making | | | |
| 14.2 | Individual and group decision making | | | |
| 14.3 | Organizational decision making | | | |
| 15. Conflict in organization | | 2 | 2 | |
| 15.1 | Conflict levels and causes | | | |
| 15.2 | Conflict management | | | |
| 15.3 | Organizational justice | | | |
| Total: | | 30 | 30 | |

III. FORMS OF CONTROL:

| No. by row | TYPE AND FORM OF CONTROL | № | extra-curricular, h. |
|--|---------------------------|----------|----------------------|
| 1. | Midterm control | | |
| 1.1. | Project | 1 | 30 |
| 1.2. | Test | 2 | 40 |
| Total midterm control: | | 3 | 70 |
| 2. | Final term control | | |
| 2.1. | Examination (test) | 1 | 50 |
| Total final term control: | | 1 | 50 |
| Total for all types of control: | | 4 | 120 |

IV. LITERATURE

REQUIRED (BASIC) LITERATURE:

1. Tang K. N. *Leadership and Change Management*. Springer Briefs in Business, 2019. <https://doi.org/10.1007/978-981-13-8902-3>
2. Buchanan, D. and Huczynski, A. *Organizational behaviour*. 10th ed. Harlow, England; New York: Pearson, 2019

RECOMMENDED (ADDITIONAL) LITERATURE:

1. Berke et al. (2022) *Organizational Behaviour and Leadership Theory in Practice*, Hungarian University of Agriculture and Life Sciences Kaposvár Campus
https://www.researchgate.net/publication/364305202_ORGANIZATIONAL_BEHAVIOUR_AND_LEADERSHIP_THEORY_IN_PRACTICE