

COURSE OUTLINE

1. OVERVIEW

FACULTY	FACULTY OF HUMANITIES AND SOCIAL SCIENCES		
SECTION	DEPARTMENT OF PRIMARY EDUCATION		
LEVEL OF STUDY	UNDERGRADUATE		
COURSE TITLE			
Educational Leadership and Organizational Behaviour			
COURSE CODE	KN1201	SEMESTER	5,7
HOURS per WEEK	3	ECTS	4
COURSE CATEGORY	Elective	COURSE TYPE	Scientific area
LANGUAGE OF INSTRUCTION AND EXAMINATIONS	Modern Greek	PREREQUISITES	
OFFERED TO ERASMUS	YES	ECLASS PAGE	https://eclass.uth.gr/courses/PRE_U_222/

2. LEARNING OUTCOMES

Learning Outcomes
Upon successful completion of the course, students will be able to: - Describe basic theories and concepts of educational leadership and organizational behavior. - Explain the importance of leadership for the effective functioning of school organizations. - Identify characteristics and stages of group development within the school environment. - Detect factors influencing teachers' motivation and job satisfaction. - Analyze key elements of effective communication in educational settings. - Describe strategies for conflict management and cultivating a positive school climate. - Recognize the importance of professional development and lifelong learning in the teaching profession. - Understand the basic principles of personnel management and leadership skill development. - Explain the concepts of evaluation and quality in educational organizations. - Approach issues of inclusion, diversity, and equity in educational settings with sensitivity. - Discuss the relationship between leadership and the well-being of members of the school community. - Identify major leadership challenges in times of change and crisis, such as the pandemic or technological transition.
General Competencies
Critical thinking and self-reflection Decision-making Teamwork Communication skills Ethical and social responsibility Information search, analysis, and synthesis

3. CONTENT

Introduction to Educational Leadership and Organizational Behavior Leadership Theories in Educational Organizations Motivation, Emotions, and Job Satisfaction Communication in Educational Organizations Team Management and Teacher Guidance Leadership, Problem-Solving, and Decision-Making Learning Organizations and Professional Learning

Professional Development of Educational Leaders
 Evaluation and Quality in the Educational Unit
 Inclusive Leadership and Diversity Management
 Leadership for Well-being and Resilience
 Educational Leadership for Sustainable Development
 Leadership and Change Management in Uncertain Environments

4. TEACHING AND LEARNING METHODS - ASSESSMENT

TEACHING MODE	In person		
USE OF ICT	Slide show / eClass / videos		
COMPULSORY ATTENDANCE	NO	MAXIMUM NUMBER OF ABSENCES:	
TEACHING ORGANIZATION	Activity		Semester Workload (hours)
	Lectures		39
	Literature study & analysis		30
	Examination		31
	Course total		100
EVALUATION			
	Type	Format	Weighting
	Final written exam	Short Answer Questions Open-Ended Questions	100%
Description of other evaluation method / Evaluation criteria:			

5. RECOMMENDED BIBLIOGRAPHY

Core textbooks (available through the Eudoxus service)
Robbins, S. P., & Judge, T. A. (2018). Οργανωσιακή Συμπεριφορά (16η έκδ.). Εκδόσεις Κριτική.
Χυτήρης, Λ. (2013). Οργανωσιακή Συμπεριφορά: Η ανθρώπινη συμπεριφορά σε οργανισμούς και επιχειρήσεις. Εκδόσεις Interbooks.
Other books / Notes
Κάτου, Α. (2021). Οργανωσιακή Συμπεριφορά. Εκδόσεις Κριτική.
Νικολάου, Α. και Βακόλας, Β. (2012). Οργανωσιακή Ψυχολογία και Συμπεριφορά (2η έκδοση). Εκδόσεις Rossili.
Greenberg, J. & Baron, R. (2013). Οργανωσιακή Ψυχολογία και Συμπεριφορά. Εκδόσεις Gutenberg.
Scientific journals
Academy of Management Journal
Journal of Organizational Behavior
Organizational Behavior and Human Decision Processes
Personnel Psychology
Journal of Vocational Behavior
Leadership Quarterly
Scientific articles
Dufour, Y., & Steane, P. (2022). The impact of organizational culture on innovative work behavior: A multi-level analysis. Journal of Organizational Behavior, 43(1), 75-91. https://doi.org/10.1002/job.2585
Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2017). Perceived organizational support: A meta-analytic evaluation of organizational support theory. Journal of Management, 43(6), 1854-1884. https://doi.org/10.1177/0149206315575554
Matta, F. K., Scott, B. A., Koopman, J., & Conlon, D. E. (2015). Does seeing "eye to eye" affect work engagement and organizational citizenship behavior? A role theory perspective on LMX agreement. Academy of Management Journal, 58(6), 1686-1708. https://doi.org/10.5465/amj.2014.0106
Sherf, E. N., Venkataramani, V., & Gajendran, R. S. (2019). Too busy to be fair? The effect of busyness on leaders' justice enactment. Academy of Management Journal, 62(3), 619-642. https://doi.org/10.5465/amj.2017.0398
Ployhart, R. E., Nyberg, A. J., Reilly, G., & Maltarich, M. A. (2014). Human capital is dead; long live human capital resources! Journal of Management, 40(2), 371-398. https://doi.org/10.1177/0149206313512152

- Leroy, H., Anseel, F., Gardner, W. L., & Sels, L. (2015). Authentic leadership, authentic followership, basic need satisfaction, and work role performance: A cross-level study. *Journal of Management*, 41(6), 1677-1697. <https://doi.org/10.1177/0149206312457822>
- Zhang, J., Akhtar, M. N., Bal, P. M., Zhang, Y., & Talat, U. (2018). How do high-performance work systems affect individual outcomes: A multilevel perspective. *Frontiers in Psychology*, 9, 586. <https://doi.org/10.3389/fpsyg.2018.00586>
- Schreurs, B. H., Nikolova, I., & Van Riel, A. (2021). The role of job crafting in organizational socialization: A moderated mediation model. *Human Resource Management*, 60(2), 307-321. <https://doi.org/10.1002/hrm.22027>
- Margaryan, A., Littlejohn, A., & Stanton, N. A. (2016). Research and development agenda for learning in the workplace. *British Journal of Educational Technology*, 47(3), 486-498. <https://doi.org/10.1111/bjet.12374>
- Salas, E., Tannenbaum, S. I., Kraiger, K., & Smith-Jentsch, K. A. (2012). The science of training and development in organizations: What matters in practice. *Psychological Science in the Public Interest*, 13(2), 74-101. <https://doi.org/10.1177/1529100612436661>

Other