COURSE OUTLINE

1. GENERAL INFORMATION

SCHOOL	SOCIAL SCIENCES		
DEPARTMENT	PSYCHOLOGY		
LEVEL	UNDERGRADUATE		
COURSE CODE	**PS-3114**	**SEMESTER**	6
COURSE TITLE	Applications of cognitive psychology in organisational behaviour		

TEACHING ACTIVITIES	**WEEKLY TEACHING HOURS**	**ECTS**
Instructor lectures and case study presentations. Student presentations and individual assignments	3	6

COURSE TYPE	Skills development (seminar)
PREREQUISITES	No
LANGUAGE OF INSTRUCTION	Greek
ERASMUS AVAILABILITY	No
COURSE WEBSITE (URL)	https://elearn.uoc.gr/course/view.php?id=6572

2. LEARNING OUTCOMES

Learning outcomes

Organisations represent environments in which decisions and behaviours are shaped under conditions of complexity, time pressure, and uncertainty. Despite the presence of procedures and formal rules, human judgment is subject to limitations of attention and memory and is influenced by social and cultural factors that characterise the psychosocial work environment. As a result, important organizational decision, such as personnel evaluation, team collaboration, and change management, may be affected by systematic judgment errors.

The seminar focuses on linking cognitive psychology with core principles of organisational behavior. Through theoretical frameworks, critical discussion of empirical research, and the analysis of real-world cases, students will develop the ability to understand cognitive mechanisms that influence behaviour and decision making in organisational settings.

Upon successful completion of the seminar, students will be able to:

- Distinguish normative and descriptive models of decision making in the workplace Αναλύουν βασικές γνωστικές μεροληψίες και ευρετικές, καθώς και να αξιολογούν την επίδρασή τους σε οργανωσιακά πλαίσια
- Analyse cognitive biases and heuristics affecting organisational decisions
- Recognise group decision-making dynamics (e.g., groupthink, polarisation)
- Critically evaluate research findings on decision making
- Apply cognitive principles to real organisational and HR management contexts

General skills

Students are expected to develop the following transferable skills:

- Searching, analysing, and synthesising data and information using appropriate technological

tools
- Critical thinking and self-reflection
- Independent study and research
- Decision making and professional judgement
- Project planning and management
- Applying knowledge in practical and professional contexts

3. COURSE CONTENT

The course content is linked to the five core pillars of the undergraduate curriculum: [1] Scientific foundations, [2] Scientific research and critical thinking, [3] Ethics and social responsibility, [4] Communication skills, [5] Preparation for career decisions and professional development.

Week 1: Cognitive foundations of organisational behavior **[1, 2]**

Week 2: The cognitive structure of decision making **[1, 2]**

Week 3: Organisational culture and differences in perception **[1, 2, 3]**

Week 4: Decision making and talent management in organisations **[1, 2, 5]**

Week 5: Student presentations and discussion **[2, 4]**

Week 6: Student presentations and discussion **[2, 4]**

Week 7: Student presentations and discussion **[2, 4]**

Week 8: Student presentations and discussion **[2, 4]**

Week 9: Student presentations and discussion **[2, 4]**

Week 10: Decision making in the age of artificial intelligence **[1, 2, 3, 5]**

Week 11: Case studies I **[2, 3, 5]**

Week 12: Case studies II **[2, 3, 5]**

Week 13: Synthesis, reflection, and professional applications **[2, 3, 4, 5]**

4. TEACHING AND LEARNING METHODS – ASSESSMENT

DELIVERY MODE	Face-to-face instruction
USE OF INFORMATION AND COMMUNICATION TECHNOLOGIES	PowerPoint presentations, visual material, online resources, email communication, use of the university e-learning platform

ΟΡΓΑΝΩΣΗ ΔΙΔΑΣΚΑΛΙΑΣ	Activity	Workload (hours)	ECTS
	Lectures/meetings	39	1.56
	Weekly activities	20	0.80
	Individual presentation	20	0.80
	Individual assignment	35	1.40
	Independent study	36	1.44
	Total course workload (25 hours/ECTS)	**150**	**6.00**

STUDENT ASSESSMENT	For registered students, the language of assessment is

	Greek.
	Individual presentation (40%): Oral presentation (15–20 minutes) accompanied by presentation material (PowerPoint). Students analyse a selected cognitive phenomenon, bias, or decision-making method within an organisational context.
	Individual written assignment (40%): Literature review and critical analysis of a cognitive phenomenon, organisational decision practice, or applied method, with a documented connection between theory and real-world organisational applications.
	Participation (20%): Active participation and contribution to the discussion of presentations during weekly seminar sessions.

5. RECOMMENDED BIBLIOGRAPHY

Bazerman, M. H., & Tenbrunsel, A. E. (2011). *Blind spots: Why we fail to do what's right and what to do about it*. Princeton University Press.

Hofstede, G. (2001). *Culture's consequences: Comparing values, behaviors, institutions, and organizations across nations* (2nd ed.). Sage.

Hofstede, G., Neuijen, B., Ohayv, D., & Sanders, G. (1990). Measuring organizational cultures: A qualitative and quantitative study across twenty cases. *Administrative Science Quarterly, 35*, 286-316. doi: 10.2307/2393392

Kahneman, D. (2011). *Thinking, fast and slow*. Farrar, Straus and Giroux.

Robbins, S. P., & Judge, T. A. (2018). *Essentials of organizational behavior* (14th ed.). Pearson.

Salas, E., Sims, D. E., & Burke, C. S. (2005). Is there a "big five" in teamwork? *Small Group Research, 36*, 555–599. doi: 10.1177/1046496405277134

Tversky, A., & Kahneman, D. (1974). Judgment under uncertainty: Heuristics and biases. *Science, 185*, 1124–1131. doi: 10.1126/science.185.4157.1124