TEACHING PLAN

Graduate Program: Business Management

Course: ☒ Academic Master's ☐ Professional Master's ☒ Doctorate

Discipline: Human Values and Management	**Discipline code**: ENST52457
Professor: Maria Luisa M. Teixeira	**DRT**: 1109486

Workload: 32h	**Credits:** 2	☐ Mandatory ☒ Elective

Syllabus:

Individual Human Values. Organizational Values. Cultural Values. Values identification. Values measurement. The values influence on organizational practices. The values influence on management.

Assessment Criteria:

The evaluation of students' performance will be based on the fulfillment of deadlines, and the quality of the activities carried out throughout the course. The teaching and learning process will comprise the following basic procedures: reading, reflections on the readings, group discussions, plenary discussions, individual and group presentations, and individual work. For each lesson, students should prepare in advance up to ten slides on the texts read. The final work will be an individual theoretical or empirical article

Bibliography:

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BILSKY, W.; GOLLAN, T.; ROCCAS, S.; GRAD, H.; TEIXEIRA, M. L. M.; RODRIGUEZ, M. GALLO, I. S.; SEGAL-CASPI. On the Relative Importance of Personal Values Validating Schwartz's Theory of Value Structures by Computerized Paired Comparisons Journal of Individual Differences 2015; Vol. 36(2):119–129

BOURNE, Humphrey; JENKIS, M. Organizational Values: a Dynamic Perspective. Organization Studies, v. 34, no. 4, 2013

HOFSTEDE, G. **Culture's consequences**: international differences in work-related values. CA: Sage Publications, 1980.

INGLEHART, R.; WAYNE, E. Modernization, cultural change, and the perspective of traditional values. **American Sociological Review**, v.65, n.1, Feb 2000.

ROHAN, Meg J. A rose by any name? The values construct. **Personality and Social Psychology Review,** v.4, n.3, 2000.

LEUNG, K., Lam, B. C. P., Bond, M. H., Conway, L. G., III, Gornick, L. J., Amponsah, B., Boehnke, K., Dragolov, G., Burgess, S. M., Golestaneh, M., Busch, H., Hofer, J., Dominguez Espinosa, A., Fardis, M., Ismail, R., Kurman, J., Lebedeva, N., Tatarko, A. N., Sam, D. L., Teixeira, M. L. M., Yamaguchi, S., Fukuzawa, A., Zhang, J., & Zhou, F. (in press). Developing and evaluating the Social Axioms Survey in eleven countries: Its relationship with the Five-Factor Model of personality. *Journal of Cross-Cultural Psychology.*

SCHWARTZ, S. H. et al. Refining of theory of basic individual values. Journal of Personality and Social Psychology, 2012, Vol. 103, No. 4

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O'REILLY III, C. A.; CHATMAN, J.; CALDWELL, D.F. People and organizational culture: a profile comparison approach to assessing person-organization fit. **Academy of Management Journal**, v.34, n.3, 1991.