



DESCRIPTION OF THE OBJECT

FIELD OF STUDY	Management
SPECIALISATION	All
MODE OF STUDY	Full-time studies / Part-time studies
SEMESTER	2

Name of the subject	Organisational behaviour
Hourly dimension of particular forms of classes	Full-time studies – 30 Part-time studies - 30
	• lectures Full-time studies – 15; Part-time studies – 15
	• other forms Full-time studies – 15 Part-time studies – 15

Learning objectives:	<ul style="list-style-type: none"> The aim of teaching the subject "Organisational Behaviour" is to acquaint students with the essence and regularity of organisational behaviour and its conditions and influence on the functioning of organisations and on management, as well as to develop the ability to analyse organisational phenomena and behaviour and to project organisational systems from the point of view of increasing management efficiency.
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Learning outcomes for the subject			
Number	Learning outcomes, a student who has successfully completed the course will be able to:	Reference of learning outcomes for the programme	The reference to the learning outcomes for the area
EK_W01	identify the essence and regularities of organisational behaviour, its determinants and influence on organisational functioning and management.	K_W04 K_W15	P6S_WG P6S_WK
EK_W02	list the main challenges and opportunities for managers in using the CCA concept and explain how managers and organisations respond to the problem of ethical dilemmas in employees.	K_W05 K_W14 K_W15	P6S_WG P6S_WK
EK_U03	analyse the basis of individual behaviour, describe the relationship between satisfaction and performance, the relationship between attitudes and behaviour.	K_U06	P6S_UW
EK_U04	characterise leadership styles, understand the role of authority and identify sources and manifestations of authority in the organisation	K_U05 K_U14	P6S_UW P6S_UO
EK_K05	has the ability to plan group work and to share knowledge.	K_K04 K_K09	P6S_KO P6S_KR

Content number	Educational/ curricular content	Reference to learning outcomes for the subject
	Lectures	
T_01	Introduction to the subject. Definitions: Behaviour Organisational behaviour; the scientific disciplines that organisational behaviour draws on; the essence and external and internal determinants of organisational behaviour; the interdependence of the needs of the organisation and the needs of the individual; the object of organisational behaviour; the objectives of organisational behaviour; the challenges and opportunities posed by CCA: the managers' point of view.	EK_W01
T_02	Fundamentals of individual behaviour in organisations; types of values; attitudes; job satisfaction; relationship between fundamentals and behaviour; perceptions; learning.	EK_W01 EK_U03
T_03	Basic concepts of motivation; essence and sources of motivation; effectiveness of behaviour is a function of the strength of motivation; contemporary theories of motivation; concepts of motivation; strengthening motivation; effective systems of motivation	EK_W01 EK_U03
T_04	Group behaviour; the group and its influence on behaviour; the group - definitional dilemmas; group influence and organisational behaviour; types of social groups, formal and informal groups in organisations, interactions in purposeful groups (task and project groups); group dynamics - shaping trust and cohesion.	EK_W01 EK_U03
T_05	Influence of communication on group behaviour; essence of social communication; directions and functions of communication; models of the communication process ; verbal and non-verbal communication; barriers in the communication process and ways to overcome them; intercultural communication in the organisation; communication in the era of computerisation and the Internet.	EK_W02 EK_U03 EK_K05
T_06	Conflict and methods of conflict resolution; the essence of conflict; types of conflict, their causes and stages; the source of conflict, i.e. conflict and aggression; conflict and goals and relations with people; negotiations - a difficult way to reach agreement; the course of conflict.	EK_W02 EK_U03 EK_K05
T_07	Organizational system; fundamentals of organizational structure; what is organizational structure; most commonly used organizational solutions; new solutions; organizational structure and employee behaviour	EK_W02 EK_U03 EK_U04 EK_K05
	Exercises	
T_08	Influence of emotions on behaviour; essence and types of emotions; emotions - the second brain of a decision maker; emotional intelligence as the key to success; psychological competences; social competences. Conflicts between people; what is conflict; evolution of views on conflict; traditional and contemporary interpretation of conflict; positive and negative role of conflicts	EK_W02 EK_U03 EK_K05
T_09	Power in organizations; evolution of views on power; power in organizations - normative view; power in organizations - sociological view; structural source of organizational power; types of organizational power; leadership as personal power. Rivalry and cooperation within and between groups.	EK_W02 EK_U03 EK_U04 EK_K05

T_10	Organizational culture; concept of organizational culture; organizational climate as one of the indicators of organizational culture; dimensions of organizational culture; functions of organizational culture; national culture or culture of diversity. Work and employment; working conditions, working time, labour costs; employment relationship and forms of employment of employees.	EK_W02 EK_U03 EK_U04 EK_K05
T_11	The group in the face of change; why change?; sources and types of change; the course of change; reactions to change; change requires trust; attitudes to change; how does a group leader deal with resistance?; forces that trigger change; two views of change, contemporary issues of change in organisations.	EK_W01 EK_W02 EK_U03 EK_U04 EK_K05
T_12	Principles and practice of organisational human resource management; organisational requirements for individual resources; personal resources - classification and characteristics; employee selection; training programmes; training methods; performance evaluation.	EK_W01 EK_W02 EK_U03 EK_U04 EK_K05
T_13	Power and politicking; definition of power; leadership and power; fundamentals of power; dependency: the key to power, power in groups: coalitions; power and sexual harassment; politicking: power in action.	EK_W01 EK_W02 EK_U03 EK_U04 EK_K05

Methods and forms of teaching	Educational and curricular content
Lecture with multimedia presentation of selected issues	
Conversation lecture	T_01 – T_07
Problem-based lecture	
Informative lecture	
Discussion	
Working with text	
Case study method	T_08 – T_13
Problem-based learning	
Didactic/simulation game	
Exercise method	T_08 – T_13
Workshop method	
Project method	
Multimedia presentation	
Audio and/or video demonstrations	
Activation methods (e.g. brainstorming, SWOT analysis technique, decision tree technique, „snowball” method, constructing „mind maps”)	
Other (which ones?) - ...	
...	

Evaluation criteria in relation to particular learning outcomes				
Learning outcome	For assessment 2	For assessment 3	For assessment 4	For assessment 5

EK_W01	The student is unable to identify the essence and regularities of organisational behaviour, its determinants and influence on organisational functioning and management.	Students will be able to identify the essence and regularities of organisational behaviour, its determinants and of impact on organisational functioning and management	Students will be able not only to identify the essence and regularities of organisational behaviour, its determinants and influence on organisational functioning and management, but also to identify internal and external conditions of implementation.	Students will be able not only to identify the essence and regularities of organisational behaviour, its determinants and influence on organisational functioning and management, but also to identify internal and external conditions of implementation and application of the Principles of Intra-School Assessment concept.
EK_W02	The student is unable to list the main challenges and opportunities for managers in using the concept of Principles of Intra-School Assessment and explain how managers and organisations respond to the problem of ethical dilemmas in employees.	The student will be able to list the main challenges and opportunities for managers in using the Principles of Intra-School Assessment concept and explain how managers and organisations respond to the problem of ethical dilemmas in employees.	The student will not only be able to list the main challenges and opportunities for managers in using the Principles of Intra-School Assessment concept and explain how managers and organisations respond to the problem of ethical dilemmas in employees, but also discuss the reasons for the high importance of workforce diversity issues in management	The student will not only be able to list the main challenges and opportunities for managers in using the concept of Principles of Intra-School Assessment and explain how managers and organisations respond to the problem of ethical dilemmas in employees, but also discuss the reasons for the great importance of workforce diversity issues in management and how knowledge of Principles of Intra-School Assessment can help managers stimulate innovation and change in the organisation.
EK_U03	The student is unable to analyse the basis of individual behaviour, describe the relationship between satisfaction and performance, the relationship between attitudes and behaviour.	Students will be able to analyse the basis of individual behaviour, describe the relationship between satisfaction and performance, the relationship between attitudes and behaviour.	Students will not only be able to analyse the basis of individual behaviour, describe the relationship between satisfaction and performance, the relationship between attitudes and behaviour and analyse the sources of knowledge in organisations.	Students will not only be able to analyse the basis of individual behaviour, describe the relationship between satisfaction and performance, the relationship between attitudes and behaviour, and analyse the sources of knowledge in organisations, but also to list the values prevalent in today's employees.
EK_U04	The student is not able to characterise the styles of management, understand the role of authority and indicate the sources and manifestations of power in the organisation.	Students will be able to characterise leadership styles, understand the role of authority and identify sources and manifestations of authority in organisations.	Students will not only be able to characterise leadership styles, understand the role of authority and identify the sources and manifestations of authority in organisations, but also describe the five bases of authority.	Students will not only be able to characterise leadership styles, understand the role of authority and identify sources and manifestations of authority in organisations, but also describe the five bases of authority and distinguish methods of managing the impression made on others.
EK_K05	The student does not have the ability to plan group work and to share knowledge.	To a basic extent, the student has the ability to plan group work and to share knowledge.	The student has the ability to plan group work and to share knowledge.	The student fully possesses the ability to plan group work and the ability to share knowledge.

Verification of learning outcomes	EK symbols for the module/subject				
	W01	W02	U03	U04	K05

Written examination					
Oral examination					
Written credit	X	X	X	X	X
Oral credit					
Written colloquium					
Oral colloquium	X	X	X	X	X
Test					
Project					
Written work					
Report					
Multimedia presentation					
Work during exercise	X	X	X	X	X
Other (which?) -					

Hourly teaching load and student workload	Full-time studies	Part-time studies
1. Lectures (joint participation of academics and students)	15	15
2. Other forms (joint participation of academic staff and students)	15	15
3. Consultation with the teacher	10	10
Total 1+2+3	40	40
4. Internships (carried out by students on their own)	—	—
5. Student's own work (including homework and project work, preparation for a credit/exam)	35	35
Total 4+5	35	35
SUMMARY 1+2+3+4+5	75	75
Total ECTS credits according to the study plan	3	

Reference literature	<ol style="list-style-type: none"> 1. Robbins S. P. Zachowania w organizacji PWE Warszawa 2004 2. Kożusznik B. Zachowania człowieka w organizacji PWE Warszawa 2007
Complementary literature	<ol style="list-style-type: none"> 1. Kuc B. R. , J. M. Moczydłowska, Zachowania organizacyjne, Difin, Warszawa 2009 2. Łucewicz J., Organizacyjne zachowania człowieka, Wyd. AE im. Oskara Langego we Wrocławiu 2004 3. Adamiec M., Kożusznik B. Zarządzanie zasobami ludzkimi. Aktor, Kreator Inspirator AKADE, Kraków 2000 4. Kożusznik B. wpływ społeczny w organizacji, PWE, Warszawa 2005 5. Hartley P., Komunikacja w grupie, Wydawnictwo Zysk i S-ka Poznań 2000 6. Sikorski C., Zachowania ludzi w organizacji, PWN, Warszawa 1999 7. Sikorski C., Wolność w organizacji, Wyd. Antykwa, Kluczbork-Łódź 2000 8. Gros U., Zachowania organizacyjne w teorii i praktyce zarządzania, PWN, Warszawa 2003