

Subject card

Subject name and code	Organisational Behaviour, PG_00129858						
Field of study	International Business						
Date of commencement of studies	October 2024	Academic year of realisation of subject			2026/2027		
Education level	Bachelor's studies	Subject group			Obligatory subject group in the field of study		
Mode of study	full-time studies	Mode of delivery			at the university		
Year of study	3	Language of instruction			Polish English 100%		
Semester of study	6	ECTS credits			2.0		
Learning profile	academic	Assessment form					
Conducting unit	Department of Sustainable Market Processes -> Faculty of Economics -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Urszula Mrzygłód				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	15.0	0.0	0.0	0.0	15
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	15		10.0		20.0	45
Subject objectives	The course aims to deliver in-depth knowledge of various organisational behaviours occurring in workplaces. As the future individual success within organisations depends on other people with whom prospective alumni will work, cooperate, accomplish projects, therefore this course aims to enhance students understanding of the decision-making process of individuals, its causes, dynamics and interrelations with organisational factors. Theories and course concepts have valuable applications to various organisations and situations.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[IBL3_W08] knows and understands principles of economic decision making by individuals acting within social and business structures	A student knows and understands principles and processes related to decision-making of individuals within the organisational structures; student understands various individual factors that shape decisions of individuals.	[SW5] implementation of a problem task
	[IBL3_U10] can plan and implement own lifelong learning in the field of international business	The student understands the role of lifelong learning and gaining experience in the field of organisational behaviour, is able to plan own lifelong learning in the field of organisational behaviour;	[SU8] observation of student's independent or team work
	[IBL3_U06] can communicate using the terminology of international business	A student can communicate using the terminology of organisational behaviour and international business; IB1_U09 student is able to work individually and within teams in order to solve given homeworks, case studies; is able to plan and organize own tasks and the works of teams;	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task
	[IBL3_U01] can interpret and explain economic phenomena, analyse their causes, course and connections within these phenomena using the acquired knowledge of international business, economics and finance and complementary disciplines	A student can interpret and explain various behaviours of employees within organisations, analyse causes, course and connections within these phenomena using the acquired knowledge of organisational behaviour and international business; is able to draw conclusions from empirical research within the field of organisational behaviour;	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task
	[IBL3_U09] is able to work individually and within teams, also of interdisciplinary character; can plan and organize own tasks and the works of teams	A student is able to work individually and within teams in order to solve given homeworks, case studies; is able to plan and organize own tasks and the works of teams;	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task
	[IBL3_K05] is ready to perform professional role in responsible manner, abide business ethics and business standards in working environment	A student is ready to act responsibly understands professional behaviour in a workplace, understands and is ready to enhance own knowledge on ethical issues and professional standards related to organisational behaviour.	[SK8] observation of student's independent or team work
	[IBL3_W06] knows and understands the relations and regularities between international business stakeholders i.a. business entities, public institutions, organisations; functioning in the national, international and intercultural realms	A student knows and understands the relations and regularities between organisation and individuals (employees); understands the role of organisational factors that shape behaviours of employees and teams.	[SW5] implementation of a problem task
	[IBL3_W02] knows and understands fundamental concepts and terminology of international business, international economic and financial relations and complementary disciplines	Student knows and understands fundamental concepts and terminology of organisational behaviour;	[SW5] implementation of a problem task
	[IBL3_K02] is ready to critically assess own knowledge in the field of international business, economics and finance and complementary disciplines	A student is ready to critically assess own knowledge on the organizational behaviour;	[SK8] observation of student's independent or team work

Subject contents	<p>Individual decision making: bounded rationality, heuristics and biases real world cases.</p> <p>Foundations of group behaviour: how groups make decisions?</p> <p>Communication within teams and organisation: group game, workshop.</p> <p>Conflict within organisation or teams: types of conflict, conflict management.</p> <p>Job satisfaction: measures, self-assessment, international comparisons of job satisfaction levels.</p> <p>Organizational trust, support and justice: case study.</p>		
Prerequisites and co-requisites	Basic knowledge of microeconomics. General knowledge of human behaviour in organisations, ability to creative problem solving and critical thinking.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	In- class activities: discussion, quizz, workshops	51.0%	30.0%
	Homeworks	51.0%	20.0%
	Solving case studies	51.0%	50.0%
Recommended reading	Basic literature	<ul style="list-style-type: none"> Robbins, S. P., & Judge, T. (2020). Organizational Behavior: Stephen P. Robbins, Timothy A. Judge. Pearson. (other editions also possible). 	
	Supplementary literature	<ul style="list-style-type: none"> Hauret, L., & Williams, D. R. (2017). Crossnational analysis of gender differences in job satisfaction. <i>Industrial Relations: A Journal of Economy and Society</i>, 56(2), 203-235. Stringer, C., Didham, J., & Theivananthampillai, P. (2011). Motivation, pay satisfaction, and job satisfaction of frontline employees. <i>Qualitative Research in Accounting & Management</i>, 8(2), 161-179. Burri, S., Lup, D., & Pepper, A. (2021). What do business executives think about distributive justice?. <i>Journal of Business Ethics</i>, 174(1), 15-33. 	
	eResources addresses	Podstawowe https://mdl.ug.edu.pl/ - Educational portal UG Adresy na platformie eNauczanie:	
Example issues/ example questions/ tasks being completed	Identify job satisfaction factors based on the case study presented.		
Work placement	Not applicable		

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