

Subject card

Subject name and code	Organisational Behaviour, PG_00129855						
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			3.0		
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	30.0	0.0	0.0	0.0	0.0	30
	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	30		20.0		30.0	80
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_U10] can plan and implement own lifelong learning in the field of international business	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;	[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	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	[SK1] oral statement/conversation/discussion [SK8] observation of student's independent or team work
	[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	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;	[SU4] test/exam - oral or written [SU5] implementation of a problem task
	[IBL3_U06] can communicate using the terminology of international business	student can communicate using the terminology of organisational behaviour and international business;	[SU5] implementation of a problem task
	[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	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.	[SW4] test/exam - oral or written
	[IBL3_K02] is ready to critically assess own knowledge in the field of international business, economics and finance and complementary disciplines	student is ready to critically assess own knowledge on the organizational behaviour;	[SK1] oral statement/conversation/discussion [SK8] observation of student's independent or team work
	[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;	[SW4] test/exam - oral or written
	[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	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;	[SU4] test/exam - oral or written
	[IBL3_W08] knows and understands principles of economic decision making by individuals acting within social and business structures	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.	[SW4] test/exam - oral or written

Subject contents	<p>Introduction to Organisational Behaviour: definition, the importance of organizational behaviour in contemporary organisations.</p> <p>Individual decision making: rationality, are people rational? - economic theory perspective and psychological approaches to rationality. Beyond self-interest?</p> <p>Understanding people in organisations: individual differences and perception.</p> <p>Understanding people in organisations: emotions and moods, explanatory role of behaviours.</p> <p>Motivation: concepts and applications, goal-setting and feedback role in motivating people.</p> <p>Motivation: job design, role of rewards and punishment, incentives.</p> <p>Job attitudes: job satisfaction: sources, theories of job satisfaction, consequences for individuals and organisations.</p> <p>Organisational commitment: kinds, specifics, consequences.</p> <p>Organisational trust, support and justice: definitions, types of organisational support, types of organisational justice (distributive, procedural, interactional), consequences and real world examples.</p> <p>What employees do at work? Types of behaviours: productive, citizenship and counter-productive behaviours.</p> <p>Foundations of group and teams behaviour: group and teams, teams development, teams effectiveness, how groups make decisions?</p> <p>Communication within teams and organisation: interplay between individuals and team members, group influence, barriers to effective communication.</p> <p>Managing diversity, equity, and support inclusion in organizations</p> <p>Stress and health in organizations: stress theories, classification of stressors.</p> <p>Job insecurity: concept, consequences for workers and organizations, responsibility for organizational issues causes and outcomes theoretical approach.</p> <p>Reflection and synthesis of course concepts.</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	<table border="1" data-bbox="448 719 1477 824"> <thead> <tr> <th data-bbox="448 719 794 752">Subject passing criteria</th> <th data-bbox="794 719 1141 752">Passing threshold</th> <th data-bbox="1141 719 1477 752">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="448 752 794 786">Exam (test and open questions)</td> <td data-bbox="794 752 1141 786">51.0%</td> <td data-bbox="1141 752 1477 786">80.0%</td> </tr> <tr> <td data-bbox="448 786 794 824">Homeworks</td> <td data-bbox="794 786 1141 824">51.0%</td> <td data-bbox="1141 786 1477 824">20.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	Exam (test and open questions)	51.0%	80.0%	Homeworks	51.0%	20.0%
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Recommended reading	<p>Basic literature</p> <p>Supplementary literature</p> <p>eResources addresses</p>	<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). <p>Additional reading of scientific papers given during lectures or classes:</p> <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. • Cases given during classes. • Organizational behaviour, Open Stax, 2015, print - last update 2022 (Book available in Open Source, https://open.umn.edu/opentextbooks/textbooks/organizational-behavior). <p>Ackroyd S., Thompson P., (2022), Organisational Misbehaviour, 2nd edition, Sage Publications Ltd.</p> <p>Clegg S. R., Pitsis T.S., Mount M., (2021), Managing and Organizations. An Introduction to Theory and Practice, Sixth Edition, Sage Publications Ltd.</p> <p>Podstawowe https://mdl.ug.edu.pl/ - Educational platform UG Adresy na platformie eNauczenie:</p>										
Example issues/ example questions/ tasks being completed	Based on the case study presented, identify the stressors affecting employee behaviour.											
Work placement	Not applicable											

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