

Subject card

Subject name and code	Organizational Behaviour and Culture, PG_00155514						
Field of study	Management						
Date of commencement of studies	October 2024		Academic year of realisation of subject		2025/2026		
Education level	postgraduate studies		Subject group		Obligatory subject group in the field of study Subject group related to scientific research in the field of study		
Mode of study	full-time studies		Mode of delivery		at the university		
Year of study	2		Language of instruction		English		
Semester of study	4		ECTS credits		5.0		
Learning profile	academic		Assessment form				
Conducting unit	Katedra Organizacji i Zarządzania -> Faculty of Management						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Sylwia Białas				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	15.0	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		34.0		61.0	125
Subject objectives	Participation in the course aims to explore and understand organizational behaviors at three levels: individual, interpersonal, and collective. This allows for acquiring knowledge on how to manage an organization more effectively while enhancing employee well-being. The main objective of the course is to improve understanding of human (individual and group) behavior within an organization and its system (culture, structure, changes), as well as to develop leadership skills.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_K04] The student knows the need to resolve dilemmas related to the profession's performance and fulfilling social obligations. He correctly identifies them.	The student understands and identifies ethical and social dilemmas associated with different leadership and management styles in organizations, as well as the necessity of resolving them.	[SK2] presentation/project/paper/report [SK4] test/exam - oral or written [SK5] implementation of a problem task
	[ZARZMU2_W09] The student has a structured, expanded knowledge of the types of organizational structures, their evolution in historical perspective and the determinants shaping them.	The student has detailed knowledge about the evolution of organizational structures and their impact on culture and management processes, enabling effective organizational design.	[SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion
	[ZARZMU2_K06] The student is ready to work in, contribute to or manage groups. Takes the initiative when working in a group. The student can lead and supervise a team.	The student is prepared for effective team work and leading groups.	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task [SK8] observation of student's independent or team work
	[ZARZMU2_K05] The student is ready to make an in-depth assessment of phenomena and justify his position through rational, logical and entrepreneurial use of knowledge - basing his assertions and decisions on an in-depth analysis of the information he receives.	The student is prepared for in-depth analysis and evaluation of the impact of organizational behavior and culture on management effectiveness, using a logical and enterprising approach to interpreting organizational data.	[SK1] oral statement/conversation/discussion [SK4] test/exam - oral or written [SK5] implementation of a problem task
	[ZARZMU2_U03] The student can consider its ethical, social and environmental implications in decision-making. The student can initiate actions for the social environment and public interest.	The student can consider ethical, social, and ecological effects when making managerial decisions.	[SU1] oral statement/conversation/discussion [SU4] test/exam - oral or written [SU5] implementation of a problem task
	[ZARZMU2_W06] The student has an in-depth knowledge of the impact of business on the environment and society, as well as the ethical challenges accompanying it.	The student has an in-depth knowledge of the impact of organizational behaviors and organizational culture on the social environment and understands the ethical challenges associated with management in a social context.	[SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion
	[ZARZMU2_U09] The student has an in-depth ability to formulate hypotheses and objectives and solve the research problem, using the literature on the subject and appropriately selected research methods.	The student has the ability to formulate hypotheses and research objectives related to organizational behaviors and to solve research problems using appropriate literature and research methods.	[SU1] oral statement/conversation/discussion [SU8] observation of student's independent or team work
	[ZARZMU2_W04] The student has an extended knowledge of the enterprise environment, its factors and changes occurring in this area, as well as the relations, significance and influence of the environment and stakeholders on the functioning of the enterprise. The student has expanded knowledge of tools for diagnosing macro- and micro-environment.	The student acquires extended knowledge about the impact of the external environment on organizational behaviors and culture and about the use of tools to diagnose these influences.	[SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion
Subject contents	1. Introduction to organizational behavior - characteristics, importance, and determinants. 2. The individual perspective: personality, perception and attitudes 3. Motivation, engagement and well-being at work 4. Group behavior: groups and teams, dynamics of group formation, communication 5. Effective leadership, charisma, and organizational power 6. Conflict management - concept, sources, types, stages 7. Organizational design - effect of organizational structures on human behaviors 8. Organizational culture and climate - definitions, typology, functions		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Project	51.0%	25.0%
	Active participation in the course	51.0%	25.0%
	Written exam	51.0%	50.0%

Recommended reading	Basic literature	Robbins, S.P. Judge, T.A. , Organisational Behaviour. 15th edition, Pearson, Boston, 2013. Hofstede G, Hofstede G J., Minkov M., Cultures and Organizations. Software of the Mind, McGraw Hill Profesional, New York, 2010. Buchanan D.A ., Kuczyński A.A , Organizational Behaviour, Pearson, 2019. Luthans, F., Luthans, B.C., Luthans, K.W. , Organizational Behavior. An Evidence-Based Approach. 13th edition, Information Age Publishing, New Carolina, 2015.
	Supplementary literature	Smith P., Farmer M., Yellowley W., Organizational Behavior, Routledge Publishing., London, 2012. Trompenaars F. and C. Hampden-Turner C., Riding the Waves of Culture: Understanding Cultural Diversity in Business, Nicholas Brealey, UK, 1998. Cameron K., Quinn R., Organizational culture - Diagnosis and Change, John Wiley & Sons, New Jersey, 2011. Schein E., Organizational Culture and Leadership, John Wiley & Sons, New Jersey, 2016.
	eResources addresses	Adresy na platformie eNauczanie:
Example issues/ example questions/ tasks being completed		
Work placement	Not applicable	

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