

Subject card

Subject name and code	Organizational Behavior, PG_00156104						
Field of study	Management						
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 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	3		Language of instruction		Polish		
Semester of study	6		ECTS credits		6.0		
Learning profile	academic		Assessment form		exam		
Conducting unit	Zakład Strategii i Zarządzania Przedsiębiorstwem -> Department of Organisation and Management -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Piotr Wróbel				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	30.0	0.0	0.0	0.0	60
	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	60		16.0		74.0	150
Subject objectives	The aim of the course is to broaden awareness and understanding of the conditions affecting organizational behavior and to develop managerial competencies that enable the management of human behavior through changes in the cognitive and organizational context of action.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZL3_K04] The student is aware of the need to resolve dilemmas related to the profession. He correctly identifies them.	The student is aware of the need to resolve dilemmas related to shaping employee behavior in organizations.	[SK2] presentation/project/paper/report
	[ZARZL3_W12] The student knows and understands the functions of management and the role of managers in their implementation.	The student understands the role and tasks of management in shaping employee behavior.	[SW4] test/exam - oral or written
	[ZARZL3_U03] The student is able to take into account their ethical, social and ecological consequences in the decision-making process.	When designing expected employee behaviors, the student takes into account their ethical, social, and ecological consequences.	[SU2] presentation/project/paper/report
	[ZARZL3_U04] The student is able to use the acquired knowledge of management science and quality in professional practice.	The student is able to apply acquired knowledge of organizational behavior in professional practice.	[SU2] presentation/project/paper/report
	[ZARZL3_W04] The student has advanced knowledge of the environment of the enterprise, its factors and changes occurring in this area, as well as the relationship, significance and impact of the environment and stakeholders on the functioning of the enterprise. Knows advanced methods of diagnosing macro- and micro-environment.	The student has advanced knowledge of the business environment and its impact on shaping organizational behavior.	[SW4] test/exam - oral or written
	[ZARZL3_W05] The student knows the relationships that occur between organizations (including forms of interaction between business entities in the market) and between the organization and the individual, especially the employee and the customer.	The student understands the relationship between the organization and the employee.	[SW4] test/exam - oral or written
	[ZARZL3_U05] The student can correctly select and apply advanced methods and tools used in management and quality sciences.	The student can select and apply advanced methods and tools to solve problems related to shaping organizational behavior.	[SU2] presentation/project/paper/report
	[ZARZL3_K06] The student is ready to work in, co-create or manage a group. The student is able to think and act in an entrepreneurial manner.	The student knows the principles of teamwork and can apply them in practice.	[SK2] presentation/project/paper/report
	[ZARZL3_K08] The student is aware of and understands the need to behave in professional life in an ethical, sustainable and socially responsible manner.	The student understands the need to behave ethically, sustainably, and socially responsibly when modifying employee behavior.	[SK2] presentation/project/paper/report

Subject contents	1/ Cultural, legal, and market frameworks of organizational behavior 2/ Organizational conditions: Power in organizations (importance, scope, reach), sources of power (authority, influence, coalitions). Transactional and transformational leadership, leadership styles (types, conditions for effective application) Culture of risk tolerance and culture of dominance of certainty and order (competitive advantage strategies based on product innovation and organizational members' actions, competitive advantage strategies based on product and process standardization) Formalization: conditions of the scope and reach of formalization of human behavior in organizations, goals, effects, and manifestations of formalization, organizational culture Socialization of the decision-making process (Team building: stages in the team life cycle, team roles, team member selection, processes of social influence, motivating employees within the team. The team leader's role in organizing teamwork, barriers to teamwork. Managing virtual teams - the specifics of distributed teams, work organization, remote meetings, building trust and relationships among team members) 3/ The importance of the individual in shaping organizational behavior: The importance of cognitive styles of organizational members (perception and interpretation of the organization) The significance of personality traits (the "Big Five" traits) The functional significance of temperament The importance of self-esteem and internal locus of control for organizational behavior 4/ Ethics in organizations. Ethical and unethical behavior, counterproductive behavior. Employee satisfaction and engagement 5/ Shaping selected behaviors in organizations		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Project	51.0%	30.0%
	Test	51.0%	30.0%
	Exam	51.0%	40.0%
Recommended reading	Basic literature	S. Bansal, Organizational behaviour, Bengaluru : Laxmi Publications Pvt Ltd. 2021 R. Rutka, P. Wróbel (red.), Organizacja zachowań zespołowych, PWE, Warszawa 2012 B. R. Kuc, J.M. Moczydłowska, Zachowania organizacyjne, Difin, Warszawa 2009 B. Kożusznik, Zachowania człowieka w organizacji, PWE, Warszawa 2011	
	Supplementary literature	Ł. Sułkowski, Kulturowe procesy zarządzania, Difin Warszawa 2012 U. Gros, Zachowania organizacyjne, PWN, Warszawa 2003	

	eResources addresses	
Example issues/ example questions/ tasks being completed	Advantages and disadvantages of transformational and transactional leadership. Examples of counterproductive behaviors: characteristics, causes, and prevention methods. The impact of socializing the decision-making process on the quality of decisions. The specifics of managing a virtual team compared to traditional teams.	
Work placement	Not applicable	

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