

Subject card

Subject name and code	Organizational Behavior, PG_00156143						
Field of study	Sport Management						
Date of commencement of studies	October 2025		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	2		Language of instruction		Polish		
Semester of study	3		ECTS credits		4.0		
Learning profile	academic		Assessment form		exam		
Conducting unit	Zakład Systemów Zarządzania -> Department of Organisation and Management -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr inż. Dorota Jendza				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	30.0	0.0	0.0	0.0	45
	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	45		6.0		49.0	100
Subject objectives	The aim of the course is to understand how people function in an organisational context and how different factors influence their behaviour, motivation and performance.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZSSML3_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 is able to co-create and manage groups in sports organisations and to think and act entrepreneurially in a dynamic sports environment.	[SK1] oral statement/conversation/discussion [SK2] presentation/project/paper/report [SK8] observation of student's independent or team work
	[ZSSML3_W04] The student has advanced knowledge of the enterprise's environment, its factors and changes occurring in this area, and the relationship, importance and impact of the environment and stakeholders on the operation of the enterprise and sports club. The student knows advanced methods of diagnosing macro- and micro-environment.	The student is able to analyse the influence of environment and stakeholders on organisational behaviour in sport-related organisations and apply advanced methods of diagnosing macro- and micro-environmental factors in order to optimise management strategies of sport teams and organisations.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW5] implementation of a problem task
	[ZSSML3_U05] The student can correctly select and apply methods and tools used in management and quality sciences.	Students will be able to analyse and interpret the behaviour of individuals and groups in sports organisations and apply appropriate management methods and tools to shape effective cooperation, motivation and organisational culture	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU8] observation of student's independent or team work
	[ZSSML3_K08] The student is aware of and understands the need to act in an ethical, sustainable and socially responsible manner in professional life.	The student understands the importance of ethics, sustainability and social responsibility in the management of sport organisations and is able to make professional decisions in line with these values.	[SK1] oral statement/conversation/discussion [SK2] presentation/project/paper/report [SK8] observation of student's independent or team work
	[ZSSML3_W12] The student knows and understands the functions of management and the role of management in their implementation.	Students will know and understand the major functions of management and be able to assess the role of managers in their implementation in the context of sports organisations.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report
	[ZSSML3_U04] The student is able to use the acquired knowledge of management science and quality in professional practice.	The student knows how to solve practical management problems in sports organisations, including managing teams effectively, improving communication, building organisational culture and motivating employees and athletes.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU8] observation of student's independent or team work
	[ZSSML3_W05] The student knows the relationships that occur between organizations of the sports market (including forms of interaction between business entities in the market) and between the organization and the individual, in particular the employee and the customer.	The student is familiar with the relations between organisations, including various forms of cooperation and competition in the market, as well as internal relations within an organisation, in particular those related to interactions between employees and between employees and the leader.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report
	[ZSSML3_U03] The student is able to take into account ethical, social and environmental consequences in the decision-making process.	The student is able to assess and consider the ethical and social effects of management decisions, analysing the impact of these decisions on the employees, the organisation and its environment.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU8] observation of student's independent or team work
	[ZSSML3_K04] The student is aware of the need to resolve dilemmas related to the profession. He correctly identifies them.	The student is aware of ethical and professional dilemmas occurring in sport management, is able to identify them correctly and make appropriate decisions in accordance with the principles of ethics and social responsibility.	[SK1] oral statement/conversation/discussion [SK2] presentation/project/paper/report [SK8] observation of student's independent or team work

Subject contents	1. Cultural determinants of organisational behaviour2. Organisational climate - causal vs communal and the role in shaping organisational behaviour3 The role of leadership in shaping organisational behaviour4 The role of fit in the employee-organisational relationship (the concept of regulatory focus)5. the role of the team in shaping behaviour (group processes, intergroup dynamics)6 The personality of the organisational member and its importance in the process of behaviour formation (personality traits, temperament)7. Change in organisational behaviour (cognitive role of change perception - Lazarus and Folkman Model, dealing with resistance during change, conditions for change commitment)		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	test	51.0%	60.0%
	project	51.0%	40.0%
Recommended reading	Basic literature	1. S. Bansal, Organizational behaviour, Bengaluru : Laxmi Publications Pvt Ltd. 2021 (wersja elektroniczna)	
	Supplementary literature	1. S. Bansal, Organizational behaviour, Bengaluru : Laxmi Publications Pvt Ltd. 2021 (wersja elektroniczna)	
	eResources addresses		
Example issues/ example questions/ tasks being completed	Advantages and Disadvantages of Transformational and Transactional Leadership Describe the Processes Occurring in Groups How Can the Personality of an Organization Member Be Defined and Characterized?		
Work placement	Not applicable		

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