



## COURSE DESCRIPTION CARD - SYLLABUS

Course name

Organizational behavior [S1IZarz1>ZO]

### Course

Field of study

Engineering Management

Year/Semester

1/1

Area of study (specialization)

–

Profile of study

general academic

Level of study

first-cycle

Course offered in

Polish

Form of study

full-time

Requirements

compulsory

### Number of hours

Lecture

30

Laboratory classes

0

Other (e.g. online)

0

Tutorials

0

Projects/seminars

0

### Number of credit points

3,00

### Coordinators

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### Lecturers

dr Oksana Erdeli-Klyap

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### Prerequisites

Knows the basic concepts related to the functioning of the individual in society. Knows the basic concepts of the process in communication. Able to analyze own and other person's behavior. Capable of team work.

### Course objective

Understand main functions of organized team work systems, methods of analyzing and assessing their functioning

### Course-related learning outcomes

Knowledge:

The student describes the genesis, subject, and methodology of research in organizational behavior sciences [P6S\_WG\_01].

The student names external and internal conditions of organizational behaviors [P6S\_WG\_01].

The student characterizes the role of ethical norms in organizations, considering their sources, nature, changes, and impact on organizations [P6S\_WG\_03, P6S\_WK\_01].

Skills:

The student analyzes social phenomena, especially in the context of managing organizations [P6S\_UW\_05].

The student applies acquired knowledge to resolve dilemmas encountered in professional work [P6S\_UW\_03].

The student presents a correct interpretation of social phenomena, such as cultural, political, legal, and economic, in the context of management [P6S\_UW\_06].

The student analyzes the causes and course of specific social processes and phenomena, particularly in the context of managing organizations [P6S\_UW\_07].

The student plans and conducts social projects, considering legal, economic, and organizational aspects [P6S\_KO\_01].

Social competences:

The student explains the importance of professional behavior, adherence to professional ethics, and respect for diversity of opinions and cultures in the context of managing organizations [P6S\_KR\_02].

### Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

The knowledge acquired during the lecture (formative assessment) is verified by the completion of tasks placed on the eKursy platform. Final test (summary assessment) carried out online

### Programme content

the course covers the issues necessary to understand the principles of human behaviour in an organisation and to acquire the skills necessary to understand and effectively manage a work team

### Course topics

1. Introduction to organizational behavior sciences: origin, subject and science research methodology of organizational behaviors. Gist, external and internal determinants of organizational behavior.
2. Units and groups in the organization: division of work and roles in the organization. Cooperation and its conditions. Forms of cooperation. Dynamics and forms of individual behavior. Impact of individuals' behavior on the effectiveness and efficiency of the organization .
3. Human and employee: Analysis of technical and social roles. Manager and subordinate; associates. The identity of a person and member of a group or organization. The process of learning forms of action and behavior
4. Motivation and its basics: Personality, attitude and learning process. Motivation. Theories of motivation Maslow, Herzberg ... Motivating: McGregor ... Analysis of motives of action. Ability to cooperate, the need for support, independence, self-confidence. Learning to cooperate and during cooperation.
5. Individual decision making: How decisions are made. Rationality, irrationality of the individual's actions. Cognitive discourse.
6. Communication. Model of communication: sender - message - recipient, channel, code, interference. Messages: statement of fact, opinion, feeling. Verbal and non-verbal messages.

### Teaching methods

lecture, multimedia presentation, discussion

### Bibliography

Basic:

1. U. Gros, Zachowania organizacyjne w teorii i praktyce zarządzania, Warszawa, PWN, 2019
2. J. Penc, Zachowania organizacyjne w przedsiębiorstwie. Kreowanie twórczego nastawienia i aspiracji, Wolters Kluwer, 2011
3. B. R. Kuc, J. Moczydlowska, Zachowania organizacyjne, Warszawa, Difin, 2009
4. M. Laszczak, Patologia w organizacji, mechanizmy powstawania, zwalczanie, zapobieganie, Kraków; WPSB, 1999
5. O. Erdeli, Stereotypy w komunikacji międzykulturowej biznesowej (na przykładzie polsko-ukraińskich stosunków biznesowych), Poznań , Wydawnictwo Politechniki Poznańskiej, 2020

Additional:

1. Cz. Sikorski, *Zachowania ludzi w organizacji*, Warszawa; PWN, 1999
2. E. Aronson, *Człowiek istota społeczna*, Warszawa, PWN 1978
3. B. Grouard, F. Meston, *Kierowanie zmianami w przedsiębiorstwie*, Warszawa 1997

### Breakdown of average student's workload

	Hours	ECTS
Total workload	75	3,00
Classes requiring direct contact with the teacher	30	1,00
Student's own work (literature studies, preparation for laboratory classes/ tutorials, preparation for tests/exam, project preparation)	45	2,00