

**DESCRIPTION OF THE COURSE OF STUDY
FOR EXCHANGE STUDENTS**

Kod przedmiotu	0413.3.ZARZ1.B/C25.ZAC	
Name of the course in	English	Organizational Behavior Zachowania organizacyjne
	Polish	

1. LOCATION OF THE COURSE OF STUDY WITHIN THE SYSTEM OF STUDIES

1.1. Field of studies	Management
1.2. Form of studies	Full Time / Part Time
1.3. Level of studies	I degree (Bachelor's Degree)
1.4. Profile of studies	Academic
1.5. Person responsible for the card	Prof. Olaf Flak, PhD
1.6. Kontakt	olaf.flak@ujk.edu.pl

2. GENERAL CHARACTERISTICS OF THE COURSE OF STUDY

2.1. Language	English, Polish
2.2. Prerequisites	Basics of Management

3. DETAILED CHARACTERISTICS OF THE COURSE OF STUDY

3.1. Form of classes	Lecture, practical classes	
3.2. Place of classes	Lecture and practical classes at University	
3.3. Form of assessment	Lecture – exam, practical classes – graded credit	
3.4. Didactic methods	Lecture, discussion, exercises, individual work, teamwork	
3.5. Literature	Basic	<ol style="list-style-type: none"> 1. Bielińska, I., Jakubczyńska, Z. (2016). Efektywny zespół. Samo sedno, Warszawa. 2. Zych, A., Zych, R. (2017). Szef w relacji z zespołem. Jak proces grupowy wpływa na psychologię zespołu. Onepress, Gliwice. 3. Baka, Ł. (2017). Zachowania kontrproduktywne w pracy. Dlaczego pracownicy szkodzą organizacji? Wydawnictwo Naukowe Scholar, Warszawa.
	Additional	<ol style="list-style-type: none"> 1. Listwan, T., Sułkowski, Ł. (2016). Metody i techniki zarządzania zasobami ludzkimi. Difin, Warszawa. 2. Biesiok, G., Wyrób-Wróbel, J. (2021). Człowiek w organizacji. Zaufanie przywództwo zaangażowanie satysfakcja. CeDeWu Sp. z o.o., Warszawa. 3. King, D., Lawley, S. (2019). Organizational Behaviour. Oxford University Press. Oxford.

4. OBJECTIVES, SYLLABUS CONTENT

<p>4.1. Subject objectives</p> <p>Lecture:</p> <p>C1. Knowledge – Getting to know the basic conditions in the field of behavior of people in organizations and work teams.</p> <p>C2. Skills – Acquiring the ability to manage a team in an organization.</p> <p>C3. Social competences – Understanding of social conditions in the work of a team in an organization.</p> <p>Practical classes:</p> <p>C1. Knowledge – Gaining knowledge in the field of people management techniques in the organization, including team management</p> <p>C2. Skills – The ability to shape the behavior of people in the organization by acting as a team manager.</p> <p>C3. Social competences – Awareness of the team manager's role in shaping behavior in the organization.</p>
<p>4.2. Detailed syllabus</p> <p>Lecture:</p> <ol style="list-style-type: none"> 1. The essence of organizational behavior and social structures, as well as the location of organizational behavior among behavioral sciences. 2. Organization as a place of shaping human behavior - essence, features, model, structure. 3. Basic types of organizational behavior resulting from power relations, functional cooperation and communication. 4. Organizational culture and organizational behavior. 5. Creating a team of employees in order to achieve a synergy effect

6. Team roles and the importance of trust in the work of a team of employees
7. Solving organizational problems and organizational behavior in a team
8. The role of the leader and the role of the manager in the work team
9. Communication processes in the work team
10. Conflict resolution in the organization.

Practical classes:

1. Individual and group organizational behaviors.
2. Institutional factors of organizational behavior.
3. Determining the types and structure of organizational behavior.
4. Organizational behavior in different types of organizational cultures.
5. Organizational behavior in a team of employees.
6. Using the concept of team roles in building and managing a team of employees.
7. Analysis of the causes of the organizational problem and ways to look for solutions.
8. Power and authority as a factor of control over organizational behavior.
9. Organizing and conducting meetings in the employee team.
10. Using the potential of conflict to improve work efficiency in the organization.

4.3. Subjects' learning outcomes

LO	A student who has passed a subject	Reference to directional learning outcomes
In terms of KNOWLEDGE :		
W01	defines the essence of organizational behavior and places organizational behavior among the behavioral sciences.	ZARZ1A_W01
W02	Ma wiedzę na temat struktur społecznych istniejących w organizacjach	ZARZ1A_W03
W03	defines the basic types of organizational behavior and those resulting from power relations, functional cooperation and communication	ZARZ1A_W10
W04	Characterizes the basic types of organizational behavior and their information-cultural and control factors	ZARZ1A_W12
in terms of SKILLS :		
U01	Applies theoretical knowledge in the area of organizational behavior.	ZARZ1A_U01
U02	Observes, analyses, interprets and describes organizational behaviors using basic issues and theoretical approaches.	ZARZ1A_U02
In terms of SOCIAL COMPETENCES :		
K01	adapts and works in the changing, turbulent environment of the organization as a leader or manager of an employee team.	ZARZ1A_K03
K02	is prepared to influence human behavior in the organization (individual and group).	ZARZ1A_K04

Ways of verifying the achievement of the learning outcomes in question

Learning outcome	Way of verifying (+/-)									
	Written exam			Test			Activity during classes			Team work
	Form of classes			Form of classes			Form of classes			Form of classes
	W	C	...	W	C	...	W	C		C
W01	+				+					
W02	+				+					
W03	+									
W04	+									
U01					+					+
U02					+					+
K01								+		
K02								+		

4.5. Criteria for assessing the degree of achievement of learning outcomes

Form of classes	Grade	Assessment criteria
Lecture	3	Passed the written exam at the level of 50-60% of the maximum possible number of points.
	3,5	Passed the written exam at the level of 61-70% of the maximum possible number of points.
	4	Passed the written exam at the level of 71-80% of the maximum possible number of points.

Practical classes	4,5	Passed the written exam at the level of 81-90% of the maximum possible number of points.
	5	Passed the written exam at the level of 91-100% of the maximum possible number of points.
	3	Working in groups (solving case studies). He passed the test at the level of 50-60% of the maximum number of points possible to get.
	3,5	Working in groups (solving case studies). Participation in the discussion. He passed the test at the level of 61-70% of the maximum number of points possible to get.
	4	Working in groups (solving case studies). Active participation in the discussion. He passed the test at the level of 71-80% of the maximum number of points possible to get. He was moderately active
	4,5	Working in groups (solving case studies). Active participation in the discussion. He passed the test at the level of 81-90% of the maximum number of points possible to get. He showed above average activity
	5	Working in groups (solving case studies). Very active participation in the discussion. He passed the test at the level of 91-100% of the maximum number of points possible to get. He was highly active

4. ECTS POINTS BALANCE - STUDENT WORKLOAD

Category	Student workload	
	Full time studies*	Part time studies*
NUMBER OF HOURS IMPLEMENTED WITH DIRECT PARTICIPATION OF THE TEACHER /CONTACT HOURS/	64	24
<i>Participation in lectures</i>	30	10
<i>Participation in practical classes</i>	30	10
<i>Participation in the exam / test</i>	2	2
<i>Other: consultancy</i>	2	2
STUDENT'S INDEPENDENT WORK /NON-CONTACT HOURS/	61	101
<i>Preparation for the lecture</i>	15	31
<i>Preparation for the practical classes</i>	26	30
<i>Preparation to the exam / test</i>	20	40
TOTAL HOURS	125	125
ECTS Credits	5	5