Course description form (syllabus form) – for 1st and 2nd cycle studies

**A. General data**

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| **Name of the field** | **Content**  |
| Course title |  Organizational Behaviour |
| Organizational unit: |  Faculty of Management |
| Organizational unit where the course is offered: |  Faculty of Management |
| Course ID |  2600-IBP-OB |
| Erasmus code / ISCED |  |
| Course groups |   |
| Period when the course is offered  |  Winter semester 2023/24 |
| Short description | The course will focus on the understanding and application of topics such as: **individual differences in organization, communication skills, motivation, leadership, power, teamwork, decision-making, stress, and conflict resolution.** Because organizational behavior is research driven, the content would be based on the **newest research** **results** in the covered areas. The focus is put on both **conceptualization** and **acquisition of skills**. For this reason, we will engage in lots of exercises designed to help students develop these skills - conceptual analyses, discussions of cases, and skill-oriented activities will be blended within each topic. Readings will also be assigned to improve students' understanding of the material. Each topic covered in class will be analyzed from the **cross-cultural perspective.** |
| Type of course: |  Seminar |
| Full description |  **List of topics (order can be adjusted)***1. Communication* - Bases of effective communication- Constructive feedback- Interpersonal decentration - Active listening and questioning skills- Communication styles- Barriers to effective communication*2. Motivation*- Theories of motivation- Internal vs. external motivation- The undermining effect*3. Job engagement*- Psychological contract- Work engagement- Job crafting- Equality and distributional justice*4. Leading Self* - Locus of control- Self-efficacy- Learned helplessness- Managing wellbeing in the workplace- Dealing with emotions - Temperament and personality- Self-esteem vs. self-compassion*5. Groups and teams*- Group and team formation- Groupthink and risky shift- Cooperation- Conflicts*6. Power and leadership*- Power- Leadership - Social influence (manipulation, persuasion, defense against manipulation)*7. Decision-making*- Bases of decision making - Cognitive biases*8. Self-presentation skills**9. Organizational Culture and cultural differences*- Bases of organizational culture- Dimensions of cultural differences*10. Dealing with difficulties*- Stress- Burnout- Mobbing |
| Prerequisites | Formal  |  None |
| Initial  |  None |
| Learning outcomes | **Knowledge:**K1: Demonstrates a comprehensive understanding of fundamental organizational behavior concepts such as motivation, leadership, communication, and decision-making.K2: Knows and understands the role, sources, and types of cultural diversity and its impact on organizational behavior and effectiveness.**Abilties:** A1: Is able to interpret and critically evaluate research findings and studies related to organizational behavior.A2: Can apply organizational behavior theories and concepts to identify and solve complex workplace problems and challenges.A3: Demonstrates critical thinking skills and the ability to recognize typical behaviors associated with organizational behaviour.A4: Can observe and diagnose social phenomena occurring within the organization. **Social Skills:**S1: Demostrates strong interpersonal skills, including active listening, empathy, and the ability to build positive relationships with others.S2: Shows cultural sensitivity and adaptability to work effectively with individuals from diverse backgrounds and cultures.S3: Demonstrates ability to effectively communicate in ways that require differential motivational and leadership competencies toenhance individual, group/team, and organizational performance.S4: Collaborates effectively in group settings, demonstrating teamwork skills and contributing positively to group dynamics. |
| ECTS credit allocation (and other scores) |  4 |
| Assessment methods and assessment criteria | **Students will be graded for (adding to 100%):**Active class participation – 50%Final test – 50%In order to pass the course, students need to gain at least 60% of ALL course activities.The percentages will be **converted into grades** according to the following thresholds:less than 60% - 2 60% - 67% - 368% - 75% - 3.576% - 83% - 484% - 90% - 4.591% - 97% - 598% and above – 5! |
| Examination  | Final test will take place during our last class.  |
| Type of class | Seminar  |
| Method of implementation of the subject | In class |
| Language  | English |
| Bibliography | *Relevant literature will be provided on the e-learning platform.* |
| Internship as part of the course  |  N/A |
| Coordinators | **Dr Katarzyna Dziewanowska**  |
| Group instructors | Dr Anna Kuzminska |
| Notes  |   |

**B. Detailed data**

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| **Name of the field** | **Content**  |
| Group instructors: |  **Anna Kuzminska** |
| Title  |  **Dr** |
| Type of class: |  Seminar |
| Learning outcomes defined for didactic method used during the course | **Knowledge:**K1: Demonstrates a comprehensive understanding of fundamental organizational behavior concepts such as motivation, leadership, communication, and decision-making.K2: Knows and understands the role, sources, and types of cultural diversity and its impact on organizational behavior and effectiveness.**Abilties:** A1: Is able to interpret and critically evaluate research findings and studies related to organizational behavior.A2: Can apply organizational behavior theories and concepts to identify and solve complex workplace problems and challenges.A3: Demonstrates critical thinking skills and the ability to recognize typical behaviors associated with organizational behaviour.A4: Can observe and diagnose social phenomena occurring within the organization. **Social Skills:**S1: Demostrates strong interpersonal skills, including active listening, empathy, and the ability to build positive relationships with others.S2: Shows cultural sensitivity and adaptability to work effectively with individuals from diverse backgrounds and cultures.S3: Demonstrates ability to effectively communicate in ways that require differential motivational and leadership competencies toenhance individual, group/team, and organizational performance.S4: Collaborates effectively in group settings, demonstrating teamwork skills and contributing positively to group dynamics. |
| Assessment methods and assessment criteria for didactic method used during the course | **Students will be graded for (adding to 100%):**Active class participation – 50%Final test – 50%In order to pass the course, students need to gain at least 60% of ALL course activities.The percentages will be **converted into grades** according to the following thresholds:less than 60% - 2 60% - 67% - 368% - 75% - 3.576% - 83% - 484% - 90% - 4.591% - 97% - 598% and above – 5! |
| Examination for didactic method used during the course | Exam during the final class |
| Range of content |  **List of topics (order can be adjusted)***1. Communication* - Bases of effective communication- Constructive feedback- Interpersonal decentration - Active listening and questioning skills- Communication styles- Barriers to effective communication*2. Motivation*- Theories of motivation- Internal vs. external motivation- The undermining effect*3. Job engagement*- Psychological contract- Work engagement- Job crafting- Equality and distributional justice*4. Leading Self* - Locus of control- Self-efficacy- Learned helplessness- Managing wellbeing in the workplace- Dealing with emotions - Temperament and personality- Self-esteem vs. self-compassion*5. Groups and teams*- Group and team formation- Groupthink and risky shift- Cooperation- Conflicts*6. Power and leadership*- Power- Leadership - Social influence (manipulation, persuasion, defense against manipulation)*7. Decision-making*- Bases of decision making - Cognitive biases*8. Self-presentation skills**9. Organizational Culture and cultural differences*- Bases of organizational culture- Dimensions of cultural differences*10. Dealing with difficulties*- Stress- Burnout- Mobbing |
| Didactic methods | Mini lectures, discussions, group and individual assignments, homeworks, quizzes, videos |
| Bibliography |  *Relevant literaturę will be provided on the e-learning platform.* |
| Group limit  |   |
| Time span |   |
| Location |  Faculty of Management |