

Subject card

Subject name and code	Organizational Behavior, PG_00155953						
Field of study	Management of Healthcare Institutions						
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		
Mode of study	full-time studies		Mode of delivery		at the university		
Year of study	2		Language of instruction		Polish		
Semester of study	4		ECTS credits		4.0		
Learning profile	practical		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	15.0	0.0	0.0	0.0	30
	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	30		10.0		60.0	100
Subject objectives	The aim of the course is to understand how people function in an organisational context and how different factors influence on their behaviour, motivation and performance.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZISZL3_K08] The student is ready to work in, contribute to and manage teams.	The student is able to work effectively in a team, engage in team building and development, and manage teams in the context of a healthcare organisation.	[SK1] oral statement/conversation/discussion [SK2] presentation/project/paper/report [SK5] implementation of a problem task
	[ZISZL3_W02] The student has advanced knowledge and understanding of the interrelationships that exist between the disciplines of management and quality sciences, economics and finance, social communication and media sciences, legal and sociological sciences, which are key to understanding the essence of effective and efficient management of health care units.	The student knows and understands the relationship between management and quality sciences, economics and finance, social communication and media sciences, legal sciences and sociological sciences, and is able to integrate this knowledge in the context of the effective and efficient management of health care organizations.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW5] implementation of a problem task
	[ZISZL3_K04] The student is able to supplement and expand the acquired knowledge and skills, strives to interdisciplinarily combine knowledge from different fields and disciplines of science.	The student is able to complement and extend his/her knowledge and skills, integrating information from different fields and disciplines in order to solve problems and improve management practice in health care.	[SK1] oral statement/conversation/discussion [SK2] presentation/project/paper/report [SK8] observation of student's independent or team work
	[ZISZL3_W05] The student has advanced knowledge of the environment of health care entities and changes occurring in their area, as well as the relationship, significance and impact of the environment and stakeholders on the functioning of health care entities. Knows the basic methods of diagnosing the macro- and micro-environment of health care entities.	Students will be able to analyse the impact of the environment and stakeholders on organisational behaviour in sports clubs and apply advanced methods of diagnosing macro- and micro-environmental factors to optimise management strategies for sports teams and organisations.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW3] text preparation/written work [SW5] implementation of a problem task
	[ZISZL3_U05] The student is able to correctly select and apply methods and tools used, inter alia, in management and quality sciences, economics, sociology adequate to the problem and specificity of management of medical entities.	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 [SU5] implementation of a problem task [SU8] observation of student's independent or team work
	[ZISZL3_W03] The student knows and understands to an advanced degree the functions of management and the role of managers in their implementation, as well as ways to achieve the goals of health care units.	The student knows and understands, to an advanced level, the functions of management and the role of managers in the implementation of these functions, and is able to apply this knowledge to the achievement of the objectives of the health service organisation.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW3] text preparation/written work [SW5] implementation of a problem task
	[ZISZL3_U04] The student is able to use the acquired knowledge from a specific area of management and quality sciences in professional practice, including the management of medical entities.	Students will be able to use management theory and practice to effectively lead healthcare organisations, using appropriate methods and tools to plan, organise, direct and control activities.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU8] observation of student's independent or team work
	[ZISZL3_K10] The student is aware of continuous improvement and deepening of knowledge both in academic mode.	The student understands the importance of continuing education and updating knowledge in the context of a dynamic healthcare management environment and is motivated to regularly follow the latest trends, research and theories in the field.	[SK1] oral statement/conversation/discussion [SK2] presentation/project/paper/report [SK5] implementation of a problem task [SK8] observation of student's independent or team work
	[ZISZL3_U03] The student takes into account in the decision-making process its legal, ethical, social, environmental and economic consequences, while taking into account the specificity of the functioning of medical entities and taking into account the welfare of the patient.	The student considers legal, ethical, social, environmental and economic implications in the decision-making process in the context of the management of health service organisations, taking into account the specificity of the functioning of sports clubs and aiming to ensure the well-being of all stakeholders.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU5] implementation of a problem task [SU8] observation of student's independent or team work

Subject contents	Cultural and global determinants of organisational behaviourOrganisational climate - causal and communal and its role in shaping behaviourPsychological contact - the invisible understanding that shapes behaviourThe role of leadership and power in shaping organisational behaviourTeam and group dynamicsIndividual employee characteristics and the shaping of behaviour		
Prerequisites and co-requisites	Knowledge of the basics of management		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Knowledge of the basics of management	55.0%	60.0%
	Design development	55.0%	40.0%
Recommended reading	Basic literature	1. B. R. Kuc, J.M. Moczyłowska, Zachowania organizacyjne, Difin, Warszawa 2009 2. R. Rutka, P. Wróbel (red.) Organizacja zachowań zespołowych, PWE, Warszawa 2012 3. S. Bansal, Organizational behaviour, Bengaluru : Laxmi Publications Pvt Ltd. 2021 (online version)	
	Supplementary literature	1. B. Kożusznik, Zachowania człowieka w organizacji, PWE, warszawa 2011 2. Ł. Sułkowski, Kulturowe procesy zarządzania, Difin Warszawa 2012	
	eResources addresses		
Example issues/ example questions/ tasks being completed	Identifying conditions shaping empowerment among employeesIdentifying conditions shaping leadership performanceExploring organisational behaviour: individualistic and collectivistic in different organizations		
Work placement	Not applicable		

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