

Subject card

Subject name and code	Organizational Behavior, PG_00178461						
Field of study	Management						
Date of commencement of studies	October 2025		Academic year of realisation of subject		2027/2028		
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	part-time studies		Mode of delivery		at the university		
Year of study	3		Language of instruction		Polish		
Semester of study	6		ECTS credits		5.0		
Learning profile	academic		Assessment form		exam		
Conducting unit	Department of Organisational Behaviour -> 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	16.0	16.0	0.0	0.0	0.0	32
	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	32		2.0		91.0	125
Subject objectives	Learning about and understanding the organizational and cultural factors that shape organizational behavior.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZL3_W03] The student has advanced knowledge and understanding of the nature and dynamics of the organization's relationship with stakeholders, the phenomena, processes, and interrelationships occurring in the organization's environment, and their impact on its functioning.	The student recognizes the cultural conditions that shape organizational behavior and explains their impact on human functioning in a team and organization.	[SW4] test/exam - oral or written [SW2] presentation/project/paper/report
	[ZARZL3_W06] The student has advanced knowledge and understanding of the principles of rational decision-making about individual resources, functional areas in the organization, processes, and management levels.	Students recognize the principles of decision-making in relation to human resources in organizations based on knowledge of organizational behavior.	[SW4] test/exam - oral or written [SW2] presentation/project/paper/report
	[ZARZL3_U02] The student can identify problems related to the organization's functioning, its processes, and its relations with the environment and propose adequate solutions.	Students identify problems related to organizational behavior and formulate appropriate directions for systemic changes in the area of group and intergroup relations.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU5] implementation of a problem task
	[ZARZL3_W04] To an advanced degree, the student knows and understands a person's role, place, and behaviour in an organization, both in individual, group, and organizational dimensions.	The student recognizes the organizational factors that shape organizational behavior in different types of organizations and explains their impact on human functioning in a team and organization.	[SW4] test/exam - oral or written [SW2] presentation/project/paper/report
	[ZARZL3_U11] The student can engage and collaborate in teams, assuming different roles.	Students work in teams, taking on various team roles appropriate to the team's goals and tasks.	[SU5] implementation of a problem task
	[ZARZL3_U10] The student can convey information clearly and effectively, presenting their opinions using management and quality sciences terminology across various media.	The student communicates effectively with others and presents their opinions on the topic at hand using terminology from the field of organizational behavior management and various means of communication.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU5] implementation of a problem task

Subject contents	Module 1: Fundamentals of organizational behavior Introduction to organizational behavior Definitions, goals, significance Interdisciplinary nature (psychology, sociology, management) Different types of organizational behavior Cultural and demographic determinants of organizational behavior Cultural models of behavior Managing cultural and demographic diversity The importance of organizational strategy and system legitimacy Strategy as a context for behavior (mission, vision, values) The role of organizational system legitimacy Module 2: Individual factors influencing behavior Individual differences and perception at work Personality, temperament, values Perception and attributions Person-organization fit Individual attitudes and behaviors at work Organizational attitudes Types of commitment Psychological contract and its breach Work motivation: theories and applications The importance of a motivating work environment Motivation vs. results and undesirable behaviors Module 3: Emotions, stress, and behaviors in the work environment Emotions, stress, and mental well-being The role of emotions at work Organizational stress: sources, effects, stress management Burnout, absenteeism, turnover Conflict in a team Types of conflicts and conflict behaviors and ways of responding Module 4: Teams and group processes Group and team management Stages of team development Group roles and social norms Team dynamics Module 5: Leadership, decisions, and power Leadership and its impact on behavior Leadership styles Modern approaches The role of the leader in shaping culture and attitudes Module 6: Culture and organizational behavior change Elements of culture (artefacts, values, assumptions) Culture change and its impact on behavior Employee reactions to organizational change Shaping and reinforcing new behaviors		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	project and prezentation	51.0%	50.0%
	written test	51.0%	50.0%
Recommended reading	Basic literature	B. Rożnowski, P. Fortuna, Business Psychology, PWN, 2020 (chapters 5, 8, 16, 19, 21, 24, 25, 26). B. R. Kuc, J.M. Moczydłowska, Organizational Behavior, Difin, Warsaw 2009. R. Rutka, P. Wróbel (eds.) Organization of Team Behavior, PWE, Warsaw 2012. B. Kożusznik, Human Behavior in Organizations, PWE, Warsaw 2011.	
	Supplementary literature	Ł. Sułkowski, Cultural Management Processes, Difin Warsaw 2012.	
	eResources addresses		
Example issues/ example questions/ tasks being completed			
Work placement	Not applicable		

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