

Subject card

Subject name and code	Organisational Behaviour, PG_00188085						
Field of study	International Business						
Date of commencement of studies	October 2026		Academic year of realisation of subject		2028/2029		
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	full-time studies		Mode of delivery		at the university		
Year of study	3		Language of instruction		English		
Semester of study	6		ECTS credits		4.0		
Learning profile	academic		Assessment form		exam		
Conducting unit	Department of Sustainable Market Processes -> Faculty of Economics -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Urszula Mrzygłód				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	15.0	0.0	30.0	0.0	75
	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	75		0.0		25.0	100
Subject objectives	The course aims to deliver in-depth knowledge of various organisational behaviours occurring in workplaces. As the future individual success within organisations depends on other people with whom prospective alumni will work, cooperate, accomplish projects, therefore this course aims to enhance students understanding of the decision-making process of individuals, its causes, dynamics and interrelations with organisational factors. Theories and course concepts have valuable applications to various organisations and situations.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[IBL3_K05] is ready to perform professional roles responsibly, respecting business ethics and applicable standards in the workplace.		The student is prepared to act responsibly in an organizational setting, understands the importance of ethical professional conduct, and recognizes the need to develop knowledge about how people and organizations function.		[SK1] oral statement/conversation/discussion [SK8] observation of student's independent or team work		
	[IBL3_W06] knows and understands the economic, legal, institutional and ethical conditions determining the functioning of enterprises in the international business environment.		The student knows and understands the impact of organisational, social, and ethical factors on the performance of employees, teams, and organisations, and understands their significance for organisational effectiveness.		[SW4] test/exam - oral or written		
	[IBL3_U09] is able to work independently and in teams, including interdisciplinary teams, and to plan and organise own tasks as well as teamwork.		Students are able to organise their own work and collaborate with others when solving organisational problems, analysing case studies, and carrying out a team project.		[SU2] presentation/project/paper/report [SU8] observation of student's independent or team work		

Subject contents	Lectures 1. Introduction to Organizational Behavior. Textbook: Chapter 1. 2. Decision Making and Bounded Rationality. Textbook: Chapter 11. 3. Individual Differences and Perception in Organizations. Textbook: Chapter 3: 4. Emotions and Moods in the Workplace. Textbook: Chapter 7 5. Motivation I – Theories of Motivation. Textbook: Chapter 5 6. Motivation II – Job Design, Rewards, and Feedback. Textbook: Chapter 6. 7. Job satisfaction and organizational commitment. Textbook: Chapter 4. 8. Trust, organizational support, and organizational justice. Textbook: Chapter 4. 9. Employee behavior in organizations. Textbook: Chapter 4. 10. Communication in Organizations. Textbook: Chapter 8. 11. Teams and Team Effectiveness. Textbook: Chapter 9. 12. Conflicts, Negotiations, and Difficult Conversations. Textbook: Chapter 10. 13. Diversity, equity, and inclusion in organizations. Textbook: Chapter 2 14. Leadership in contemporary organizations. Textbook: Chapter 12. 15. Uncertainty, well-being, and the future of work. Textbook: Chapter 14. Classes/ Tutorials 1. Decision-making and cognitive biases. Analysis of real-world business decisions. Identification of heuristics, cognitive biases, and manifestations of bounded rationality in decision-making processes. Textbook: Chapter 11. 2. Communication and Collaboration in Teams. Workshop and team-building exercise to develop communication, collaboration, and information-sharing skills within teams. Textbook: Chapters 8, 9. 3. Conflicts and difficult conversations. Simulation of conflict situations and exercises in conflict management, negotiation, and conducting difficult conversations. Textbook: Chapter 10. 4. Motivation and job satisfaction. Analysis of a case study on incentive systems, employee expectations, job design, and job satisfaction. Textbook: Chapters 5, 6. 5. Trust, Support, and Organizational Justice. Analysis of a case study on building trust, organizational support, and organizational justice. Textbook: Chapter 4
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	6. Workaholism, well-being, and work–life balance. Case study – identification of sources of work overload, consequences for employees and the organization, and possible corrective actions. Textbook: Chapter 7. 7. Leadership and Team Management. A workshop focused on analyzing leadership styles, decision-making by leaders, and team dynamics. Textbook: Chapters 12, 9. Organizational Behavior in Practice Project Students complete a team project focused on a selected issue in the field of organizational behavior (e.g., motivation, job satisfaction, organizational commitment, organizational justice, stress, diversity, or leadership). The project accounts for 35 percent of the final grade. Phase I – Problem and Theory. (10 percent) Selection of a problem and identification of the most important theoretical concepts related to the issue under analysis. Additionally, the team searches for 2–3 empirical articles that help determine what can be expected based on existing scientific research. The results of this phase are submitted using the provided template. Stage II – Observation of Practice. (10%) Collecting and organizing examples from social media, business portals, corporate reports, or other publicly available sources related to the selected problem. The results of this stage are submitted using the provided template. Stage III – Analysis and Recommendations. (15%) Comparison of observed practices with theoretical knowledge and empirical research findings, and development of recommendations for the organization. The final component of the project is a research poster and a poster presentation. The project evaluation takes into account: timely completion of each project phase, the quality and diversity of the collected materials, the use of empirical research findings, the ability to link theory, research, and practice, the quality of the developed recommendations, and the quality of the poster and team presentation.		
Prerequisites and co-requisites	Basic knowledge of microeconomics. General knowledge of human behaviour in organisations, ability to creative problem solving and critical thinking.		
Assessment methods and criteria		Subject passing criteria	Passing threshold
	Team project - stages, poster and poster presentation	51.0%	35.0%
	Exam (test and open questions)	51.0%	45.0%
	Homeworks and preparations for tutorials	51.0%	20.0%
Recommended reading	Basic literature	- University of Minnesota Libraries Publishing. (2017). <i>Organizational behavior</i>. University of Minnesota Libraries Publishing. https://open.lib.umn.edu/organizationalbehavior/ Additional reading of scientific papers given during lectures or classes: - Hauret, L., & Williams, D. R. (2017). Crossnational analysis of gender differences in job satisfaction. <i>Industrial Relations: A Journal of Economy and Society</i>, 56(2), 203-235. - Stringer, C., Didham, J., & Theivananthampillai, P. (2011). Motivation, pay satisfaction, and job satisfaction of frontline employees. <i>Qualitative Research in Accounting & Management</i>, 8(2), 161-179. - Burri, S., Lup, D., & Pepper, A. (2021). What do business executives think about distributive justice?. <i>Journal of Business Ethics</i>, 174(1), 15-33. - Cases given during classes. - Additional materials encompass podcasts or youtube videos.	
	Supplementary literature	- Robbins, S. P., & Judge, T. (2020). <i>Organizational Behavior</i>: Stephen P. Robbins, Timothy A. Judge. Pearson. (other editions also possible). - Ackroyd S., Thompson P., (2022), <i>Organisational Misbehaviour</i>, 2nd edition, Sage Publications Ltd. - Babula, E., & Mrzygłód, U. (2013). Economic determinants of happiness among European nations. <i>International Journal of Academic Research</i>, 5(3), 519-524. https://doi.org/10.7813/2075-4124.2013/5-3/b.74	

	eResources addresses	
Example issues/ example questions/ tasks being completed	Based on the case study presented, identify the stressors affecting employee behaviour.	
Work placement	Not applicable	

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