

**Subject card**

<b>Subject name and code</b>	Organizational Behavior, PG_00178461						
<b>Field of study</b>	Management						
<b>Date of commencement of studies</b>	October 2026	<b>Academic year of realisation of subject</b>			2028/2029		
<b>Education level</b>	Bachelor's studies	<b>Subject group</b>			Obligatory subject group in the field of study Subject group related to scientific research in the field of study		
<b>Mode of study</b>	part-time studies	<b>Mode of delivery</b>			at the university		
<b>Year of study</b>	3	<b>Language of instruction</b>			Polish		
<b>Semester of study</b>	6	<b>ECTS credits</b>			5.0		
<b>Learning profile</b>	academic	<b>Assessment form</b>			exam		
<b>Conducting unit</b>	Department of Organisational Behaviour -> Faculty of Management -> Rector						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr inż. Dorota Jendza				
	<b>Teachers</b>						
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	16.0	16.0	0.0	0.0	0.0	32
	E-learning hours included: 0.0						
<b>Learning activity and number of study hours</b>	<b>Learning activity</b>	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	<b>Number of study hours</b>	32		2.0		91.0	125
<b>Subject objectives</b>	Learning about and understanding the organizational and cultural factors that shape organizational behavior.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[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
	[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_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_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_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_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

Subject contents	<p>Module 1: Fundamentals of organizational behavior</p> <p>Introduction to organizational behavior</p> <p>Definitions, goals, significance</p> <p>Interdisciplinary nature (psychology, sociology, management)</p> <p>Different types of organizational behavior</p> <p>Cultural and demographic determinants of organizational behavior</p> <p>Cultural models of behavior</p> <p>Managing cultural and demographic diversity</p> <p>The importance of organizational strategy and system legitimacy</p> <p>Strategy as a context for behavior (mission, vision, values)</p> <p>The role of organizational system legitimacy</p> <p>Module 2: Individual factors influencing behavior</p> <p>Individual differences and perception at work</p> <p>Personality, temperament, values</p> <p>Perception and attributions</p> <p>Person-organization fit</p> <p>Individual attitudes and behaviors at work</p> <p>Organizational attitudes</p> <p>Types of commitment</p> <p>Psychological contract and its breach</p> <p>Work motivation: theories and applications</p> <p>The importance of a motivating work environment</p> <p>Motivation vs. results and undesirable behaviors</p> <p>Module 3: Emotions, stress, and behaviors in the work environment</p> <p>Emotions, stress, and mental well-being</p> <p>The role of emotions at work</p> <p>Organizational stress: sources, effects, stress management</p> <p>Burnout, absenteeism, turnover</p> <p>Conflict in a team</p> <p>Types of conflicts and conflict behaviors and ways of responding</p> <p>Module 4: Teams and group processes</p> <p>Group and team management</p> <p>Stages of team development</p> <p>Group roles and social norms</p> <p>Team dynamics</p> <p>Module 5: Leadership, decisions, and power</p> <p>Leadership and its impact on behavior</p> <p>Leadership styles</p> <p>Modern approaches</p> <p>The role of the leader in shaping culture and attitudes</p> <p>Module 6: Culture and organizational behavior change</p> <p>Elements of culture (artefacts, values, assumptions)</p> <p>Culture change and its impact on behavior</p> <p>Employee reactions to organizational change</p> <p>Shaping and reinforcing new behaviors</p>											
Prerequisites and co-requisites												
Assessment methods and criteria	<table border="1"> <thead> <tr> <th data-bbox="453 1225 794 1256">Subject passing criteria</th> <th data-bbox="799 1225 1141 1256">Passing threshold</th> <th data-bbox="1145 1225 1492 1256">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="453 1263 794 1294">written test</td> <td data-bbox="799 1263 1141 1294">51.0%</td> <td data-bbox="1145 1263 1492 1294">50.0%</td> </tr> <tr> <td data-bbox="453 1301 794 1332">project and presentation</td> <td data-bbox="799 1301 1141 1332">51.0%</td> <td data-bbox="1145 1301 1492 1332">50.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	written test	51.0%	50.0%	project and presentation	51.0%	50.0%
Subject passing criteria	Passing threshold	Percentage of the final grade										
written test	51.0%	50.0%										
project and presentation	51.0%	50.0%										
Recommended reading	<table border="1"> <tbody> <tr> <td data-bbox="453 1337 794 1503">Basic literature</td> <td colspan="2" data-bbox="799 1337 1492 1503">           B. Rożnowski, P. Fortuna, Business Psychology, PWN, 2020 (chapters 5, 8, 16, 19, 21, 24, 25, 26).            B. R. Kuc, J.M. Moczyłowska, 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.         </td> </tr> <tr> <td data-bbox="453 1509 794 1541">Supplementary literature</td> <td colspan="2" data-bbox="799 1509 1492 1541">Ł. Sułkowski, Cultural Management Processes, Difin Warsaw 2012.</td> </tr> <tr> <td data-bbox="453 1547 794 1579">eResources addresses</td> <td colspan="2" data-bbox="799 1547 1492 1579"></td> </tr> </tbody> </table>			Basic literature	B. Rożnowski, P. Fortuna, Business Psychology, PWN, 2020 (chapters 5, 8, 16, 19, 21, 24, 25, 26). B. R. Kuc, J.M. Moczyłowska, 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		
Basic literature	B. Rożnowski, P. Fortuna, Business Psychology, PWN, 2020 (chapters 5, 8, 16, 19, 21, 24, 25, 26). B. R. Kuc, J.M. Moczyłowska, 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											

Document generated electronically. Does not require a seal or signature.