

**Subject card**

<b>Subject name and code</b>	Organizational Behavior, PG_00177926						
<b>Field of study</b>	Management						
<b>Date of commencement of studies</b>	October 2026	<b>Academic year of realisation of subject</b>			2027/2028		
<b>Education level</b>	Master's studies	<b>Subject group</b>			Obligatory subject group in the field of study Optional subject group Subject group related to scientific research in the field of study		
<b>Mode of study</b>	full-time studies	<b>Mode of delivery</b>			at the university		
<b>Year of study</b>	2	<b>Language of instruction</b>			English		
<b>Semester of study</b>	3	<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 Sylwia Białas				
	<b>Teachers</b>						
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	15.0	45.0	0.0	0.0	0.0	60
	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>	60		4.0		61.0	125
<b>Subject objectives</b>	The course aims to develop students understanding of organizational behavior at the individual, interpersonal, and group levels. This knowledge supports more effective organizational management and enhances employee well-being. The course also focuses on improving leadership skills, understanding human behavior within organizational systems (culture, structure, change), and building effective teams.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_U02] The student can identify complex issues related to the organization's operations, the processes within it, and its relationships with a changing environment, proposing appropriate and innovative solutions.	The student diagnoses complex behavioral and communication problems within organizations and develops evidence-based, innovative solutions using concepts from organizational behavior and intercultural management.	[SU2] presentation/project/paper/report [SU4] test/exam - oral or written
	[ZARZMU2_U05] The student can identify and correctly apply legal, professional, and ethical standards in business decision-making.	The student evaluates workplace behavior and management practices in terms of professional and ethical standards, and integrates these standards into decision-making processes and team interactions.	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task
	[ZARZMU2_W04] The student possesses a deep understanding of human behavior, including individual, group, and organizational dynamics within an organization.	The student understands, critically analyses and synthesizes knowledge related to individual, team, and organizational behavior, including psychological, social, and structural factors affecting workplace dynamics.	[SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report
[ZARZMU2_K02] The student is ready to perform professional roles responsibly, observe and develop the principles of professional ethics and act to comply with them, as well as to care for the development of achievements and maintain the ethos and tradition of professions related to management.	The student demonstrates leadership maturity by acting in accordance with professional ethics, supporting the ethical culture of the organization, and contributing to the development of responsible and inclusive workplace practices.	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task	
Subject contents	<ol style="list-style-type: none"> <li>1. Introduction to organizational behavior key concepts and diversity in organisational behaviors.</li> <li>2. Individual perspective personality, perception, employees attitudes and behaviors, motivation, well-being and stress at work and burnout.</li> <li>3. Group and team behavior team dynamics, group formation, roles, and team leadership.</li> <li>4. Team building stages of team development, building effective teams, and team-based problem solving.</li> <li>5. Leadership in organizations effective leadership styles, charisma, and organizational power.</li> <li>6. Organizational communication process, types, barriers, and communication in international context.</li> <li>7. Public speaking verbal and non-verbal communication, body language, and voice management.</li> <li>8. Written communication clarity, tone, and structure in professional messages.</li> <li>9. Negotiations types, strategies, and their application in team and intercultural settings.</li> <li>10. Organizational context conflict management, organizational culture and climate, international aspects of organizational behavior, and the impact of structure on workplace dynamics.</li> </ol>		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	written test	51.0%	50.0%
	presentation	51.0%	50.0%
Recommended reading	Basic literature	<ol style="list-style-type: none"> <li>1. Robbins, S.P. Judge, T.A. , Organisational Behaviour. 15th edition, Pearson, Boston, 2013.</li> <li>2. Hofstede G, Hofstede G J., Minkov M., Cultures and Organizations. Software of the Mind, McGraw Hill Professional, New York, 2010.</li> <li>3. Buchanan D.A ., Kuczyński A.A , Organizational Behaviour, Pearson Education, 2019.</li> <li>4. Luthans, F., Luthans, B.C., Luthans, K.W. , Organizational Behavior. An Evidence-Based Approach. 13th edition, Information Age Publishing, New Carolina, 2015.</li> <li>5. McGraw-Hill Education, New York 2015.</li> <li>6. Locker K.O., Kienzler D. S., Business and administrative communication, McGraw Hill, New York 2015.</li> <li>7. Terri A. Scandura, Essentials of Organizational Behavior : an Evidence-Based Approach, SAGE Publications, 2018</li> </ol>	

	Supplementary literature	<ol style="list-style-type: none"> <li>1. Lewicki, R. J., Barry, B., &amp; Saunders, D. M. (2015). <i>Negotiation: Readings, Exercises, and Cases</i> (7th ed.),</li> <li>2. Sadkowska J., Do problems in project teams explain the influence of family involvement on project management activities? - A family-firm perspective, in: Bilgin M., Danis H., Demir E., Can U. (eds.), <i>Consumer behaviour, organizational strategy and financial economics and Entrepreneurship, Proceedings of the 21<sup>st</sup> Eurasia Business and Economics Society Conference</i>, Springer, Cham 2018, ss. 145-158.</li> <li>3. Smith P., Farmer M., Yellowley W., <i>Organizational Behavior</i>, Routledge Publishing., London, 2012.</li> <li>4. Cameron K., Quinn R., <i>Organizational culture - Diagnosis and Change</i>. John Wiley &amp; Sons, New Jersey, 2011.</li> <li>5. Schein E., <i>Organizational Culture and Leadership</i>, John Wiley &amp; Sons, New Jersey, 2016.</li> <li>6. Trompenaars F. and C. Hampden-Turner C., <i>Riding the Waves of Culture: Understanding Cultural Diversity in Business</i>, Nicholas Brealey, UK, 1998.</li> </ol>
	eResources addresses	
Example issues/ example questions/ tasks being completed	<p>Please list and describe team roles according to M. Belbin</p> <p>Please explain the essence of Situational leadership in the context of team work</p>	
Work placement	Not applicable	

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