

<b>Course title</b>		Organisation Behaviour						<b>ECTS code</b>		14.3.EM.SL.3283	
								<b>ECTS credits</b>		4	
<b>Name of unit administrating study</b>		KZPR		<b>Field of study</b>		MSG**		<b>Field of specialisation</b>		IB;	
<b>Teaching staff</b>		Urszula Mrzygłód, PhD									
<b>Number of hours</b>											
<b>Lectures</b>	30	<b>Classes</b>	0	<b>Tutorials</b>	0	<b>Laboratory</b>	0	<b>Seminars</b>	0	<b>Language classes</b>	0
<b>Forma aktywności</b>							<b>Year&amp;Type of studies*</b>		1 SS2,		
<b>Hours with the participation of the academic teacher (including office hours, exams, others):</b>						60	<b>Semester:</b>		2,		
<b>Hours without the participation of the academic teacher (student's self-study, homeworks):</b>						15	<b>Type of course:</b>		obligatory		
<b>Total number of hours:</b>						75	<b>Language of instruction:</b>		English		
<b>Teaching form</b>		in-class learning									
<b>Teaching methods</b>		Discussion, questioning, Lectures including multimodal presentations, Collaborating, group activities,									
<b>Prerequisites (required courses and introductory requirements)</b>											
<b>Required courses</b>		None.									
<b>Introductory requirements</b>		General knowledge of human behaviour, ability to creative problem solving and critical thinking.									
<b>Assessment method, forms and criteria</b>											
<b>Assessment method</b>		Exam									
<b>Assessment criteria</b>		The lecture ends with the written exam (60 % of the final grade). The exam consists of a single-choice test and open questions, possibly based on a case study. The remaining part of the grade (40%) is built upon active participation during meetings, solving homework. The grading system respects study regulations.									
<b>Course objectives</b>											
The main aim of the course is to enhance understanding of how individuals and groups in organizations behave, react and interpret events. Students gain a better understanding of the role of organisational systems, structures and processes in shaping the behaviour of individuals and groups. During the lecture, students will be familiarized with major theoretical underpinnings of organisational behaviour together with managerial practice.											
<b>Learning outcomes</b>											
<b>Knowledge</b>	MSG2_W01	Student has broad knowledge of economics and its place in the system of sciences and can relate this knowledge to organisational behaviour.									
	MSG2_W04	Student identifies different organisational structures, understands how organisational structure can shape decisions and can relate it to selected theories. Student recognizes changes in organisational structures as well as causes and consequences of those changes.									
	MSG2_W07	Student has an in-depth knowledge of selected organisational behaviours, understands regularities in those behaviors and their impact on business entities functioning.									
	MSG2_W14	Student has an in-depth knowledge of the human being as an individual making economic decisions within different types of organisations and organisational structures.									
<b>Verification of learning outcomes - Knowledge</b>											
<b>Outcomes</b>	written exam	oral exam	test	essay/paper /portfolio	tasks/ homeworks	individual presentation	group presentation	classroom activities	classroom discussion	individual project	group project
MSG1_W01								X			
MSG2_W04	X							X			
MSG2_W07	X							X			

MSG2_W14	X							X			
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Skills	MSG2_U08	Student is able to communicate using an advanced terminology of organizational behavior, can support his/her position based on selected theories and selected research studies.
	MSG2_U12	Student while working on a task can cooperate with other team members and coordinate the work.

**Verification of learning outcomes - Skills**

Outcomes	written exam	oral exam	test	essay/paper /portfolio	tasks/ homeworks	individual presentation	group presentation	classroom activities	classroom discussion	individual project	group project
MSG2_U08	X							X	X		
MSG2_U12								X			

Attitudes	MSG2_K03	While working on selected tasks which are close to reality business problems students enhances own readiness to actively participate professional groups and organisations.
	MSG2_K06	While working on selected tasks which are close to reality business problems, student identifies dilemmas and enhances own readiness to resolve those dilemmas.
	MSG2_K07	Student recognizes changes in social needs, respects the needs and feelings of other people and enhances own ability to observe and develop the principles of professional ethics.

**Verification of learning outcomes - Attitudes**

Outcomes	written exam	oral exam	test	essay/paper /portfolio	tasks/ homeworks	individual presentation	group presentation	classroom activities	classroom discussion	individual project	group project
MSG2_K03								X	X		
MSG2_K06								X	X		
MSG2_K07								X	X		

**Course contents**

- Introduction to Organisational Behaviour.
- Theory of organisational behaviour - systematic approach.
- Conflict in Organisations.
- Groups and Teams in Organisations. Managing teams: the importance of teams in organisations, high-performing teams, team building process, the role of trust.
- Power and influence tactics: how to influence employees?
- Trait and skills approach in leadership: the role of intelligence, determination and integrity traits for leaders, Big Five personality factors and leading efficiency, emotional intelligence, leaders skills inventory, Katz approach,
- Communication as a critical component of success in organizations, communication efficiency, fails and barriers.
- Behavioral approach in leadership: central purpose of behavioural approach, managerial grid theory & major leadership styles, main behaviours within different styles, the consequences of leadership style for employees, adaptive behaviours.
- Path-goal theory and leader-member exchange theory: underlying assumptions, vertical dyads, in-group and out-group concepts, group status predictors, experiences of in-group and out-group members.
- Transformational and charismatic leadership: transformational and pseudo transformational leadership, Bass's approach to transformational leadership, transformational leadership strategies, charismatic leaders.
- Wrap-up of main theories: reflection on leadership theories, common features and differences of leadership theories, strengths and criticisms of various approaches, and research findings.
- Managing change and innovations in organisations.
- Leadership and performance management.

**Recommended reading lists**

- Obligatory:

Mullins L. J., M. with Maclean J., Organisational Behaviour in the workplace, Pearson, 2020. (selected chapters). Another earlier release is also good.



Stroh, L. K., Northcraft, G. B., Neale, M. A., & Greenberg, J., *Organizational behavior: A management challenge*, Psychology Press 2003 (selected chapters).

Additional: Organizational behaviour, Open Stax, 2015, print - last update 2022 (Book available in Open Source, <https://open.umn.edu/opentextbooks/textbooks/organizational-behavior>).

Contact

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\* SS1- undergraduate studies \* SS2 - graduate studies \* SDang - doctoral studies

\*\* MSG - International Economic Relations