Course description form (syllabus form) – for 1st and 2nd cycle studies

**A. General data**

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| **Name of the field** | | **Content** |
| Course title | | Organizational Behaviour |
| Organizational unit: | | Faculty of Management |
| Organizational unit where the course is offered: | | Faculty of Management |
| Course ID | | 2600-IBP-OB |
| Erasmus code / ISCED | |  |
| Course groups | |  |
| Period when the course is offered | | Winter semester 2024/25 |
| Short description | | The course will focus on the understanding and application of topics such as: **individual differences in organization, communication skills, motivation, leadership, power, teamwork, decision-making, stress, and conflict resolution.** Because organizational behavior is research driven, the content would be based on the **newest research** **results** in the covered areas. The focus is put on both **conceptualization** and **acquisition of skills**. For this reason, we will engage in lots of exercises designed to help students develop these skills - conceptual analyses, discussions of cases, and skill-oriented activities will be blended within each topic. Readings will also be assigned to improve students' understanding of the material. Each topic covered in class will be analyzed from the **cross-cultural perspective.** |
| Type of course: | | Seminar |
| Full description | | **List of topics (order can be adjusted)**  *1. Communication*  - Bases of effective communication  - Constructive feedback  - Interpersonal decentration  - Active listening and questioning skills  - Communication styles  - Barriers to effective communication  *2. Motivation*  - Theories of motivation  - Internal vs. external motivation  - The undermining effect  *3. Job engagement*  - Psychological contract  - Work engagement  - Job crafting  - Equality and distributional justice  *4. Leading Self*  - Locus of control  - Self-efficacy  - Learned helplessness  - Managing wellbeing in the workplace  - Dealing with emotions  - Temperament and personality  - Self-esteem vs. self-compassion  *5. Groups and teams*  - Group and team formation  - Groupthink and risky shift  - Cooperation  - Conflicts  *6. Power and leadership*  - Power  - Leadership  - Social influence (manipulation, persuasion, defense against manipulation)  *7. Decision-making*  - Bases of decision making  - Cognitive biases  *8. Self-presentation skills*  *9. Organizational Culture and cultural differences*  - Bases of organizational culture  - Dimensions of cultural differences  *10. Dealing with difficulties*  - Stress  - Burnout  - Workplace bullying |
| Prerequisites | Formal | None |
| Initial | None |
| Learning outcomes | | **Knowledge:**  K1: Demonstrates a comprehensive understanding of fundamental organizational behavior concepts such as motivation, leadership, communication, and decision-making.  K2: Knows and understands the role, sources, and types of cultural diversity and its impact on organizational behavior and effectiveness.  **Abilties:**  A1: Is able to interpret and critically evaluate research findings and studies related to organizational behavior.  A2: Can apply organizational behavior theories and concepts to identify and solve complex workplace problems and challenges.  A3: Demonstrates critical thinking skills and the ability to recognize typical behaviors associated with organizational behaviour.  A4: Can observe and diagnose social phenomena occurring within the organization.  **Social Skills:**  S1: Demostrates strong interpersonal skills, including active listening, empathy, and the ability to build positive relationships with others.  S2: Shows cultural sensitivity and adaptability to work effectively with individuals from diverse backgrounds and cultures.  S3: Demonstrates ability to effectively communicate in ways that require differential motivational and leadership competencies to  enhance individual, group/team, and organizational performance.  S4: Collaborates effectively in group settings, demonstrating teamwork skills and contributing positively to group dynamics. |
| ECTS credit allocation (and other scores) | | 4 |
| Assessment methods and assessment criteria | | **Students will be graded for (adding to 100%):**  Active class participation – 50%  Final test – 50%  In order to pass the course, students need to gain at least 60% of ALL course activities.  The percentages will be **converted into grades** according to the following thresholds:  less than 60% - 2  60% - 67% - 3  68% - 75% - 3.5  76% - 83% - 4  84% - 90% - 4.5  91% - 97% - 5  98% and above – 5! |
| Examination | | Final test will take place during our last class. |
| Type of class | | Seminar |
| Sposób realizacji przedmiotu | | In class |
| Language | | English |
| Bibliography | | *Relevant literature will be provided on the e-learning platform.* |
| Internship as part of the course | | N/A |
| Coordinators | | **Dr Katarzyna Dziewanowska** |
| Group instructors | | Dr Anna Kuzminska |
| Notes | |  |

**B. Detailed data**

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| **Name of the field** | **Content** |
| Group instructors: | **Anna Kuzminska** |
| Title | **Dr** |
| Type of class: | Seminar |
| Learning outcomes defined for didactic method used during the course | **Knowledge:**  K1: Demonstrates a comprehensive understanding of fundamental organizational behavior concepts such as motivation, leadership, communication, and decision-making.  K2: Knows and understands the role, sources, and types of cultural diversity and its impact on organizational behavior and effectiveness.  **Abilties:**  A1: Is able to interpret and critically evaluate research findings and studies related to organizational behavior.  A2: Can apply organizational behavior theories and concepts to identify and solve complex workplace problems and challenges.  A3: Demonstrates critical thinking skills and the ability to recognize typical behaviors associated with organizational behaviour.  A4: Can observe and diagnose social phenomena occurring within the organization.  **Social Skills:**  S1: Demostrates strong interpersonal skills, including active listening, empathy, and the ability to build positive relationships with others.  S2: Shows cultural sensitivity and adaptability to work effectively with individuals from diverse backgrounds and cultures.  S3: Demonstrates ability to effectively communicate in ways that require differential motivational and leadership competencies to  enhance individual, group/team, and organizational performance.  S4: Collaborates effectively in group settings, demonstrating teamwork skills and contributing positively to group dynamics. |
| Assessment methods and assessment criteria for didactic method used during the course | **Students will be graded for (adding to 100%):**  Active class participation – 50%  Final test – 50%  In order to pass the course, students need to gain at least 60% of ALL course activities.  The percentages will be **converted into grades** according to the following thresholds:  less than 60% - 2  60% - 67% - 3  68% - 75% - 3.5  76% - 83% - 4  84% - 90% - 4.5  91% - 97% - 5  98% and above – 5! |
| Examination for didactic method used during the course | Exam during the final class |
| Range of content | **List of topics (order can be adjusted)**  *1. Communication*  - Bases of effective communication  - Constructive feedback  - Interpersonal decentration  - Active listening and questioning skills  - Communication styles  - Barriers to effective communication  *2. Motivation*  - Theories of motivation  - Internal vs. external motivation  - The undermining effect  *3. Job engagement*  - Psychological contract  - Work engagement  - Job crafting  - Equality and distributional justice  *4. Leading Self*  - Locus of control  - Self-efficacy  - Learned helplessness  - Managing wellbeing in the workplace  - Dealing with emotions  - Temperament and personality  - Self-esteem vs. self-compassion  *5. Groups and teams*  - Group and team formation  - Groupthink and risky shift  - Cooperation  - Conflicts  *6. Power and leadership*  - Power  - Leadership  - Social influence (manipulation, persuasion, defense against manipulation)  *7. Decision-making*  - Bases of decision making  - Cognitive biases  *8. Self-presentation skills*  *9. Organizational Culture and cultural differences*  - Bases of organizational culture  - Dimensions of cultural differences  *10. Dealing with difficulties*  - Stress  - Burnout  - Workplace bullying |
| Didactic methods | Mini lectures, discussions, group and individual assignments, homeworks, quizzes, videos |
| Bibliography | *Relevant literaturę will be provided on the e-learning platform.* |
| Group limit |  |
| Time span |  |
| Location | Faculty of Management |