



SGH

Year	2015/2016	
Course title	Organizational Behaviour	
Course number	120671 - 0697	3 ECTS points
Lecturer	Turek Dariusz , PhD	

A. Course objective

1. To provide students with basic notions to help them understand people behaviors within organization 2. To present theoretical foundations which are useful in analysis modern organizational phenomena 3. To develop ability to use theoretical knowledge to improve interpersonal skills, diagnose individual and collective organizational behaviors, improve ability to predict changes and influence on others.

B. Course syllabus

Organizational Behavior (OB) as an applied behavioral science is built on contributions from several behavioral disciplines. The predominant areas are management and organization, psychology, sociology and anthropology. The field of OB is based on individual and collective actions, behaviors and attitudes within organizations, their dynamics, characteristics and their result in organization performance.

C. Educational outcome

<p>Knowledge</p>	<ol style="list-style-type: none"> 1. is aware of the need to understand organizational behaviors, 2. knows variety and complexity of factors influencing behaviors of individuals, groups and organizations, 3. understands the relationship between one's attitude and his behavior in organization, 4. understands the meaning of personality, 5. knows basic personality concepts and the relationship between personality and types of behaviors, 6. understands the influence of intelligence on adaptive ability, 7. knows the basic sources of attribution error, 8. knows basic types of values, their similarities and differences, 9. understands the meaning of motivation, 10. knows basic motivation concepts, 11. knows basic motivation tools and techniques, 12. understands what influence the way of exercise authority, 13. can list sources of power and connected examples, 14. knows the difference between power and authority, 15. knows what is decision-making process, 16. knows the stages of decision-making process ...
<p>Skills</p>	<ol style="list-style-type: none"> 1. identifies types of organizational behaviors, 2. is able to analyse own and other people attitude, 3. analyses the influence of cognitive and emotional aspects on behavioral preferences, 4. is able to tell the difference between real attitudes and outlooks, 5. can identify job satisfaction and diagnose its factors, 6. can asses the satisfaction/productivity relationship, 7. can diagnose determinants of cognitive dissonance, 8. while judging others takes into consideration their type of personality, 9. tries to asses the role of genetic and environmental factors in shaping personality, 10. knows the difference between perception and uderstanding, 11. verifies own assesment of others behaviors, 12. can tell between universal and utilitarian values, 13. tries to asses the level of individualizm and risk inclination, 14. analyses employees needs, 15. knows the difference beetwen transforamtional and transactional leadership, 16. is able to make rational decisions...
<p>Social competencies</p>	<ol style="list-style-type: none"> 1. is aware of diversity of research on modern organizations, 2. understands diversity of behaviors, values and attitudes, 3. is able to adapt to changes, 4. is able to identify opportunities and threats in business environment, 5. takes into consideration other people values hierarchy.

<p>D. Semester time table</p>	
<p>1</p>	<p>Introduction to Organizational Behavior. Individual and collective behaviors. Managerial behaviors in organization.</p>
<p>2</p>	<p>Foundations of Individual Behavior. Types of behaviors. Activities: goals and results.</p>
<p>3</p>	<p>Personality. Key personality attributes. Matching Personalities and Jobs.</p>
<p>4</p>	<p>Attitudes. The attitude/behavior relationship. Types of attitude. Reducing cognitive dissonance.</p>
<p>5</p>	<p>Perception. Factors influencing perception. Attribution theory. Attribution error.</p>
<p>6</p>	<p>Values. Types of values. Values management.</p>

7	Motivation. Motivation process, concepts, tools. Role of motivation in management. Motivation as a form of social influence.
8	Power. Bases of Power. Influence and Leadership. Leadership styles.
9	Decision making. Decision-making process. Individual and group decision making. Bounded Rationality.
10	Groups in the organization. Defining and Classifying Groups. Types of groups. Size, composition and cohesiveness. Group life cycle. Roles and status. Group Dynamics. Groupthink. Teams versus groups.
11	Communication. The Communications process. Barriers to effective communication.
12	Conflict. Types of conflict. Conflict In organization. The conflict process. Functional versus dysfunctional conflict. Behaviors and outcomes. Conflict management.
13	Organizational culture. Types, dimensions and stages of organizational culture. Cross-cultural management. Individual and collective identity.
14	Business ethics. Moral development process. Values. Model of ethical behaviors. Corporate social responsibility.
15	Changes In intellectual capital. impact of Changes In intellectual capital on organization development. Impact of Organization development on organizational behaviors and performance.

E. Basic literature

S. Robbins, T. Judge, T. Campbell, Organizational Behaviour. Pearson Prentice Hall, Upper Saddle River 2010.

F. Supplementary literature

J. Greenberg, R. Baron, Behavior in Organizations, Pearson Education, Upper Saddle River 2010; E. Locke (ed.), Handbook of Principles of Organizational Behavior. Blackwell, Oxford 2009; M. Schippers (ed.), Social Influence. Pearson Custom Publishing 2009.

G. Author's most important publications concerning the offered course

1. D. Turek, Dlaczego liderzy mają znaczenie? Satysfakcja z pracy a relacje z przełożonymi, w: Zarządzanie ludźmi. Wybrane problemy, red. H. Karaszewska, UMK, Toruń 2013, s. 167-178. 2. D. Turek, Sprawiedliwość organizacyjna w badaniach międzykulturowych, ?Acta Iniversitatis Iodzensis. Folia Oeconomica? 2013, Nr. 283, s. 209-219. 3. D. Turek, Kontraproduktywne zachowania pracowników w organizacji. Przejawy, uwarunkowania, ograniczanie, Difin, Warszawa 2012.

H. Numbers of required prerequisites

not required

I. Course size and mode

	Full-time	Saturday-Sunday	Afternoon
Total:	30	22	30
Lecture	30	16	30
Self-study plus e-learning	-	6	-

J. Final mark composition

multiple choice examination	50%
classes	50%

K. Foreign language requirements

English

L. Selection criteria

M. Methods applied

case studies

discussions