

FACULTY OF COMPUTER SCIENCE AND MANAGEMENT**DISCRIPTION OF THE COURSES**

Course Title in English Organizational Behavior
Course Title in Polish Zachowania organizacyjne
Discipline (if need): Management
Specialization (if need): Business Management
Level of Study and Form: 1st level, part-time
Type of course: obligatory
Course code: ZMZ1266
Groupe of courses: NO

| Course Form | Lecture | Classes | Laboratory | Project | Seminar |
|--|--|---|------------|---------|---------|
| Number of hours/semester* provided in University (ZZU) | 10 | 10 | | | |
| Total Student's Workload (CNPS) | 90 | 60 | | | |
| Form of the course completion | Formal Presence and Evaluation's level of Knowledge | Evaluation of Diversified Activity | | | |
| For Group of Courses to Mark The Final Course (X) | | | | | |
| ECTS Credit | 3 | 2 | | | |
| Including the amount of relevant practice credit (P) | | 2 | | | |
| Including the amount of ECTS credit relevant to direct personal contact (BK) | 0,33 | 0,33 | | | |

PREREQUISITES: KNOWLEDGE, SKILLS AND COMPETENCES

1. Completion of the course aimed on theory of organization and management

PURPOSES OF OBJECT:

- C1. Awareness of essence and correctness of organizational behavior.
- C2. Identification of circumstances and factors and estimate of their influence on functioning organization
- C3. Behavior of organizational temporary organizations management.

OBJECTIVE'S EFFECTS OF EDUCATION

Knowledge range:

PEK_W01 Knows the meaning and aims of creating organizational behavior.

PEK_W02 Knows the circumstances and their influence on organizational behavior.

PEK_W03 Knows the models and mechanisms of their functioning related to creating organizational behavior .

Skills range:

PEK_U01 Can to identify key determinants to create organizational behavior.

PEK_U02 Can to use instruments set to create organizational behavior in practice.

PEK_U03.

Social competences range:

PEK_K01 Is oriented to ethical and moral standards relevant to situational circumstances in practice.

PEK_K02. Is conscious to devote efforts and time designated to create organizational behavior.

PEK_K03 Has a honest perception of rate between ordinate and subordinate.

| PROGRAM'S CONTENTS | | |
|--------------------------|---|-----------------|
| Form of teaching - Class | | Number of hours |
| Clas.1 | Organizational roles of course's realization and promoting | 1 |
| Clas.2 | Leadership – theoretical aspects: attributes, skills, techniques; Individual and group aims vs. consolidation of the group | 1 |
| Clas.3 | Environment's factors and their affect on organization – factors, impacts and results of influence. Sociological, technical, economical and political determinants creating the organizational behavior | 1 |
| Clas.4 | Negotiations as manner of resolving conflicts. Communications tools and their role and meaning in motivation' processes | 1 |
| Clas.5 | Organizational culture and its role in forming individual and group organizational behavior. Motivating – historical and temporary theories and approaches | 1 |
| Clas.6 | Ethic in organization – determinants, norms and standards vs. practice. Crisis phenomena – source of failure and benefits | 2 |
| Clas.7 | Organizational pathology – conflict, mobbing, phenomena of distastes, manners of mitigation. “Hard” employee in organization – the role of group and leader in leadership | 1 |
| Clas.8 | Changes vs. “organizational gap”. Individuals and group in resolving problem of effectiveness | 1 |
| Clas.9 | Final Evaluation | 1 |
| | Total number of hours | 10 |

| Form of education - laboratory | | Number of hours |
|--------------------------------|------------------------------|-----------------|
| Lab1 | | |
| Lab2 | | |
| Lab3 | | |
| | Total number of hours | |

| Form of classes - project | | Number of hours |
|---------------------------|--------------------|-----------------|
| Proj 1 | | |
| Proj 2 | | |
| Proj 3 | | |
| | Total hours | |

| Form of education - seminar | | Number of hours |
|-----------------------------|------------------------------|-----------------|
| Sem1 | | |
| Sem2 | | |
| Sem3 | | |
| | Total number of hours | |

| MANNERS USED IN EDUCATIONAL PROCESS |
|---|
| M1. lecture (formal presence) M2. discussion (panel, Internet) M3 individual work (literature overview, essays) |

EVALUATION THE LEVEL OF RESULTS OF EDUCATION PROCESS

| Evaluation (F – forming (due to progress in semester), P – final (the end of semester)) | Number of result of education's effect | The way of reaching educational results |
|--|---|--|
| F1 | PEK_W01,PEK_W02, PEK_W03,PEK_K01,PEK_K03 | By measurement the formal presence and activity |
| F2 | PEK_W01,PEK_W02, PEK_W03, PEK_U03,PEK_K01,PEK_K03 | The measurement by evaluation the level of readiness to panel discuss. |
| F3 | PEK_W02, PEK_K02 | By measurement the value of individual essays |
| F4 | PEK_W01,PEK_W02, PEK_W03, | By measurement the value of written exam |
| $P = 0,2F1 + 0,3F2 + 0,2F3 + 0,4F4$ | | |

| BASIC LITERATURE and ADDITIONAL POSITION |
|--|
| <u>BASIC LITERATURE :</u> [1] Gros U. ,Zachowania organizacyjne w teorii i praktyce, PWN, Warszawa, 2003 [2] Kuc B.R., Moczydłowska J., Zachowania organizacyjne, DIFIN, Warszawa, 2009 [3] Moczydłowska J. Zachowania organizacyjne w nowoczesnym przedsiębiorstwie, Wydawnictwo Naukowe „ Śląsk” , Katowice 2006 <u>ADDITIONAL LITERATURE:</u> [1] Majewska B., Zachowania Organizacyjne przedsiębiorstw, UNIWERSYTET GDAŃSKI, Gdańsk, 2008 [2] Tyrała P., Zachowania organizacyjne w procesach zarządzania, MARSZAŁEK, Warszawa, 2006 [3] Armstrong G. , Zarządzanie zasobami ludzkimi, DOM WYDAWNICZY, Kraków, 2000 |
| TUTOR: (SURNAME, NAME, ADDRESS E-MAIL) |
| Zbigniew Malara, <u>Zbigniew.Malara@pwr.wroc.pl</u> |

MATRIX OF COHERENCE OF EFFECT OF EDUCATION FOR OBJECT
Organizational Behavior
AND EDUCATIONAL EFFECTS FOR MAIN FIELD OF STUDY Management
AND SPECIALIZATION Business Management

| Objective Effects of Education | Reference of objective results for effects of education defined for direction of study .) i specjalności | Purposes of objects** | Program contents** | Number of educational tool** |
|---------------------------------------|---|------------------------------|---|-------------------------------------|
| PEK_W01 | K1_ZARZ_W18 | C1 | Lec1-Lec5 | N1, N2,N3 |
| PEK_W02 | K1_ZARZ_W18 | C2 | Lec1-Lec5, Clas2-Clas8 | N1,N2,N3 |
| PEK_W03 | K1_ZARZ_W18 | C2.C3 | Lec1-Lec5, Clas2-Clas8 | N1,N2,N3 |
| PEK_U01 | K1_ZARZ_U10 S1_ZARZ_ZP_U11 | C2 | Lec2-Lec5 Clas2-Clas8 | N1,N2,N3 |
| PEK_U02 | K1_ZARZ_U09 K1_ZARZ_U15 | C3 | Lec2-Lec5, Clas2-Clas8 | N1,N2,N3 |
| PEK_U03 | K1_ZARZ_U09 K1_ZARZ_U10 | C3 | Lec1-Lec5 Clas2-Clas8 | N2,N3 |
| PEK_K01 | K1_ZARZ_K04 K1_ZARZ_K06 | C3 | Lec5, Clas2-Clas8 | N1,N2,N3 |
| PEK_K02 | K1_ZARZ_K02 K1_ZARZ_K06 | C2 | Lec1-Lec5, Clas2-Clas8 | N1,N2,N3 |
| PEK_K03 | K1_ZARZ_K01 K1_ZARZ_K02 K1_ZARZ_K06 | C3 | Lec2-Lec5, Clas2,Clas4,Clas5, Clas6,Clas7 | N1,N2,N3 |