

FACULTY Computer Science and Management**DISCRIPTION OF THE COURSES****Course Title in English Organizational Behavior****Course Title in Polish Zachowania organizacyjne****Main field of study (if applicable): Engineering of Management****Specialization (if applicable): Applications of IT in business, Technical Specialization****Level and form of studies: 1st level, full-time****Type of course: obligatory****Course code: ZMZ1011****Groupe of courses: NONE**

Course Form	Lecture	Class	Laboratory	Project	Seminar
Number of hours/semester* provided in University (ZZU)	30	15			
Total Student's Workload (CNPS)	30	30			
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	1	1			
Including the amount of relevant practice credit (P)		1			
Including the amount of ECTS credit relevant to direct personal contact (BK)	1,0	0,5			

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 - Lecture		Number of hours
Lec1	Genesis and essence of Organizational Behavior	2
Lec2	Factors influencing on organization and forming organizational behavior, definitions and their interpretations	2
Lec3	Organizational behavior of Individuals. Solidarity and consolidation of the group	2
Lec4	Organizational behavior of group. Conflicts – their sources and resolving.	2
Lec5	Multi related organizational behavior. Integration and competition.	2
Lec6	Organization vs. Environment. Multi dimensioned organizational relationships. Cooperation	2
Lec7	Strategic management as the reactions on environmental factors.	2
Lec8	Methods and techniques in creating and organizational behavior	2
Lec9	Leadership and Styles of leading. The profile of contemporary leader	2
Lec10	Relational capital in organization – network, rates and processes of communications. Means of communication	2
Lec11	Person but changes in organization. Negotiations and Negotiating vs. Resist change. Methods and styles of negotiations	2
Lec12	Tiring, discouraging and “professional burning out” - reason, aspects, surmounting	2
Lec13	Ethic in organization – determinants, norms and standards vs. practice. Organizational culture	2
Lec14	Proofing the level of knowledge. Exam	2
Lec15	Final evaluation – analysis and discussion of result of test	2
Total number of hours		30

Form of education - Class		Number of hours
Clas1	Organizational roles of course's realization and promoting	1
Clas2	Leadership – theoretical aspects: attributes, skills, techniques. Individual and group aims vs. consolidation of the group	2

Clas3	Environment's factors and their affect on organization – factors, impacts and results of influence. Sociological, technical, economical and political determinants creating the organizational behavior	2
Clas4	Negotiations as manner of resolving conflicts. Communications tools and their role and meaning in motivation' processes	2
Clas5	Organizational culture and its role in forming individual and group organizational behavior. Motivating – historical and temporary theories and approaches	2
Clas6	Ethic in organization – determinants, norms and standards vs. practice. Crisis phenomena – source of failure and benefits	2
Clas7	Organizational pathology – conflict, mobbing, phenomena of distastes, manners of mitigation. “Hard” employee in organization – the role of group and leader in leadership	2
Clas8	Changes vs. “organizational gap”. Individuals and group in resolving problem of effectiveness	2
	Total number of hours	15

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. multimedia techniques (presentation) M3. discussion (panel, Internet) M4. individual work (literature overview, essays)

EVALUATION THE LEVEL OF EFFECT OF EDUCATION PROCESS

Evaluation (F – forming (due to progress in semester), P – final (the end of	Number of result of education's effect	The way of reaching educational results
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semester)		
F1	PEK_W01,PEK_W02, PEK_W03,PEK_K01,PEK_K03	By measurement the formal presence and activity
F2	PEK_W02, PEK_W03, PEK_U01, PEK_U02, PEK_U03	The assessment by evaluation of the level of preparation of presentation
F3	PEK_W01,PEK_W02, PEK_W03, PEK_U03,PEK_K01,PEK_K03	The measurement by evaluation the level of readiness to panel discuss.
F4	PEK_W02, PEK_K02	By measurement the value of individual essays
P= 0,25F1+0,25F2 +0,35F3 +0,15F4		

BASIC LITERATURE and ADDITIONAL POSITION	
<p><u>BASIC LITERATURE:</u></p> <p>[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</p> <p><u>ADDITIONAL LITERATURE:</u></p> <p>[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</p>	
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MATRIX OF COHERENCE OF EFFECT OF EDUCATION FOR OBJECT
Organizational Behavior
AND EDUCATIONAL EFFECTS FOR MAIN FIELD OF STUDY
Engineering of Management
AND SPECIALIZATION **Applications of IT in business, Technical Specialization**

Objective Effects of Education	Reference of objective results for effects of education defined for direction of study	Purposes of objects**	Program contents**	Number of educational tool**
PEK_W01	K1_IJ_W25 K1_IJ_W26	C1	Lec1-Lec13,Lec15,	N1, N3
PEK_W02	K1_IJ_W25 K1_IJ_W26	C2	Lec3-Lec13, Clas2-Clas8	N1,N3,N4
PEK_W03	K1_IJ_W25 K1_IJ_W26	C2.C3	Lec3-Lec13, Clas2-Clas8	N1,N3,N4
PEK_U01	K1_IJ_U10 K1_IJ_U20 K1_IJ_U23	C2	Lec3-Lec13 Clas2-Clas8	N1,N3,N4
PEK_U02	K1_IJ_U10 K1_IJ_U20 K1_IJ_U23	C3	Lec8,Lec11, Lec12, Clas4-Clas8	N1,N2,N3,N4
PEK_U03	K1_IJ_U10 K1_IJ_U20 K1_IJ_U23	C3	Lec3-Lec13 Clas2-Clas8	N3,N4
PEK_K01	K1_IJ_K06	C3	Lec4,Lec9,Lec11,Lec13 Clas2-Clas3	N1,N3,N4
PEK_K02	K1_IJ_K06	C2	Lec1,Lec15 Clas2-Clas8	N1,N2,N3,N4
PEK_K03	K1_IJ_K06	C3	Lec,Lec8,Lec9, Lec11, Clas2,Clas4,Clas6,Clas7	N1,N3,N4