

COURSE DESCRIPTION CARD

NOTE: If the course includes lectures and classes, the Course Description Card applies to both types of instruction.

1. Course title:

Organizational Behaviours

2. Course code:

Number of ECTS credits: 4

Course completion mode:

Course commenced / Year 1

3. Major: International Business

4. Department of major coordinator: Department of Consumption Research

5. Name of course instructor

Classes: Prof. Agata Austen, Ph.D.

Examiner: Prof. Agata Austen, Ph.D.

6. Department of course instructor: Department of Human Resources Management

7. Number of contact hours with students:

Type of instruction	Full-time study	Part-time study
lectures		
classes	28	
foreign language classes		
lab classes		
seminars		
e-learning		
other		
Total hours	28	
examination (hours)		

8. Course timeframe - no. of semesters: 1

Course commencement / Year 1

Course commencement / Semester 1

9. Level of tertiary education: Bachelor

10. Course status

Compulsory for the major

International Business

11. Course prerequisites

Compulsory:

Recommended:

12. Course objectives:

General aim: To familiarise students with the specificity of organisational behaviours, to understand the complexity of organisational behaviours in an in turbulent and globalizing economic environment, to develop the ability to manage organisational behaviours in order to achieve high effectiveness of organisations, to develop practical possibilities to explain, predict and control organisational behaviours.

Learning objectives (learning outcomes and competences): After completion of the course students should be able to: (1) explain why people in the workplace behave in this way, not differently, (2) predict/ determine what will be the effects of a specific action, (3) control - seek methods of triggering specific behaviours. The combination of the above skills gives a comprehensive ability to manage a wide spectrum of human activities in a company.

13. Teaching and learning methods:

A. Direct student-instructor contact:

No.	Teaching methods	Description	Number of hours	
			Full-time study	Part-time study
1.	Case study	The analysis of case studies serves to illustrate problems related to organisational behaviour	9	
2.	Discussion	Students in 4-5-person teams discuss problems related to organizational behaviour.	9	
3.	Presentation	Teachers and students use the presentation method for mutual inspiration and knowledge sharing.	5	
4.	Interactive multimedia lecture	The lecture is conducted in an interactive way, involving students in the discussion.	5	
Total			AS:28	AN:

B. Self-study:

No.	Learning methods	Description	Number of hours	
			Full-time study	Part-time study
1.	Cause-and-effect studies with the use of literature	Studies of obligatory and recommended literature and studies of notes from classes	25	
2.	Case studies	Students analyse several extensive case studies during the course	20	
3.	Analysis of source materials	Getting acquainted with source materials recommended by the instructor and indicated as obligatory.	15	
4	Analysisi of notes from the course	Studies of course notes and verification of knowledge from case studies	12	
Total			BS:72	BN:

Total AS+BS = 100

Examination (E) =

Total AS+BS+E= 100

Total AN+BN =

Examination (E) =.....

Total AN+BN+E =

14. Key words: dynamics, organisational culture, motivation, organisation, social processes, organisational behaviour

15. Course content: The content of the subject of organisational behaviour is implemented in three main thematic groups:

1. Individual issues:

- personality
- perception
- attitudes
- roles

- motivation
- 2. Group issues:
 - groups and their dynamics
 - communication
 - leadership
 - decision making
 - hold
 - policy
 - clash
 - team roles
 - teamwork
- 3. Organisational issues:
 - organisational culture
 - organisation structure
 - the organisation's design
 - Organisational change

16. Course learning outcomes as related to the learning outcomes of the major and methods for assessing student attainment

Intended learning outcomes of the major / Symbols	Intended learning outcomes of the course	Methods for assessing student learning outcomes	Documentation
<u>Knowledge</u>			
IB1_K01#	A student knows and understands at an advanced level selected theories explaining the functioning of international business within the framework of paradigms and cognitive approaches used in economic and management sciences and the process of their evolution. A student has an advanced knowledge of the position of the theoretical foundations of international business in relation to the system of social sciences and other sciences and understands the interdependencies between fields of knowledge explaining international business.	Written test, discussion	Example tests, list of topics to be discussed
IB1_K05#	A student knows and understands relations between economic entities such as enterprises, social entities, non-commercial organizations, considered in an international and multicultural context. A student has an advanced knowledge of norms and principles (legal, organizational, financial, professional, negotiation, moral and ethical) that determine the structures, management strategies and functioning of social institutions embedded in an international context.	Written test, discussion	Example tests, list of topics to be discussed
IB1_K06#	A student has sufficient knowledge to understand the key problems of industrial and intellectual property protection, understands the problems arising from the ownership rights of various stakeholders.	Written test, discussion	Example tests, list of topics to be discussed
IB1_K07#	A student knows and understands the basic principles, conditions and forms of economic activity, especially international activity, based on	Written test, discussion	Example tests, list of topics to be discussed

	knowledge of the theory of social sciences, organisational sciences and management in an international context.		
<u>Skills</u>			
IB1_S01#	A student is able to use knowledge in the process of formulating and solving complex, unusual problems in the area of national and international socio-economic processes.	Analysis of case studies, presentations	Example case studies, presentations
IB1_S02#	A student is able to apply the acquired theoretical knowledge in the field of international management and related academic disciplines to the analysis and assessment of the situation of entities operating in national and international markets. A student is able to create business strategies, formulate strategic recommendations and management implications and communicate them to the environment in the form of oral and written statements, as well as during debates and discussions.	Analysis of case studies, presentations	Example case studies, presentations
IB1_S10#	A student is ready to think and act in an entrepreneurial way. He or she recognizes and takes into account the consequences of decisions made and actions taken by employees of various types of organizations, in different cultural conditions. A student is ready for social interaction, has the ability to adapt to the working group, takes on different team roles.	Analysis of case studies, presentations	Example case studies, presentations
<u>Social competences</u>			
IB1_C05#	A student is ready to think and act in an entrepreneurial way. A student recognizes and takes into account the consequences of decisions taken and actions taken by employees of various types of organizations, in different cultural conditions. He / she is ready for social interaction, has the ability to adapt to the working group and takes on different team roles.	Group work on case studies, group discussion	Example case studies, list of topics to be discussed in groups

17. Method for determining the final course grade:

No.	Methods for awarding credits and course completion requirements	Description	Percentage of the final course grade*
1.	Group work on the case study	Presentation of solutions for selected case studies as well as further discussion on the following questions	40
2.	Written examination without the use of manuals	Assessment of students knowledge	40
3.	Participation in classes	Assessment of students activity	20

* If students are required to obtain both a class grade and an exam grade, the class grade constitutes at least 30% of the final course grade.

18. Reading list

Mandatory readings:

Griffin, R.W., Moorhead, G.: Organizational behavior. Managing people and organizations. Wyd. South-Western, Mason, 2010.

Suggested readings:

Robbins, S.P., Judge, T.A.: Organizational behavior. Wyd. Prentice Hall, 2010.

19. Language of instruction: English**20. Course instructors' recommendations:**