

ITEM CARD

Attachment No. 1 into Regulation No 3/07/2020
of 13 July 2020 *on the model card*
subject at the Higher School of Management
in Warsaw

I. GENERAL BASIC INFORMATION ABOUT THE SUBJECT (MODULE)										
ITEM NAME										
Organizational behavior										
Name of the organizational unit leading the course:	Faculty of Management and Technical Sciences									
Name of the field of study, level of education:	Management, first cycle									
Learning profile:	general academic									
Name of the specialty:	-									
Type of learning module:	Directional									
Year/Semester:	Year 2, semester 3									
Person coordinating the subject:	Dr. S. Pietrzyk									
Prerequisites (resulting from the succession of items):	Knowledge of the basics of management									
II. FORMS OF CLASSES AND NUMBER OF HOURS										
	Lecture	Exercise	Seminar	Laboratory	Workshop	Project	Seminar	Consultation	Exam/Passing	Total hours
Full-time studies	25		25							50
Part-time studies	15		15							30
III. METHODS OF TEACHING ACTIVITIES										
Forms of classes			Didactic methods							
Lecture			Traditional, supported by multimedia presentations, with elements of student activation (e.g. discussion, case analysis).							
Seminar			Activating methods, giving							
IV. OBJECTIVE LEARNING OUTCOMES IN RELATION TO LEARNING OUTCOMES FOR THE FIELD OF STUDY AND AREAS										
Lp.	Description of the learning outcomes in question							Directional effect reference		
Knowledge:										
1.	The student knows and understands in depth the importance of scientific disciplines in organizational behavior. The student knows the characteristics of man as a subject shaping social structures in an organization. Has knowledge of major organisational roles and functions							P6S_WG ZO1_W01		
2.	The student knows and understands in depth the importance of organizational culture and its impact on the effectiveness of group activities in the organization. Understands the importance of interpersonal communication in an organisation.							P6S_WG ZO1_W09		
3.	The student knows and understands in depth the issues of organizational behavior, leadership and motivation, as well as the key competences of managers, functions, roles and tasks in the organization.							P6S_WG ZO1_W14		
Abilities:										

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1.	The student is able to interact and work in a group and influence the behavior of the group, organize and direct the work of teams.	P6S_UW ZO1_U03
2.	Is able to recognize the need to introduce changes in the organization, undertake innovative activities and shape pro-innovation attitudes of employees	P6S_UO ZO1_U04
Social competences:		
1.	Is able to effectively use interpersonal skills in shaping organizational behavior.	P6S_KR ZO1_K05
2.	He is prepared to work in a group, communicate effectively, take on different roles in the organization and influence organizational behavior	P6S_KO ZO1_K07
V. CURRICULAR CONTENT (LEARNING)		
Lp.	Lecture	Reference to the learning outcomes in question
1.	The essence of organizational behavior. Levels of organizational behavior.	ZO1_W01 ZO1_W09 ZO1_W14 ZO1_U03 ZO1_U04 ZO1_K05 ZO1_K07
2.	Scientific disciplines in organizational behavior.	
3.	Organizational behavior in management concepts. Behavioral determinants.	
4.	Typology of professional personalities. Matching the unit to the position	
5.	Group behavior in the organization. Types and types of groups. Group dynamics.	
6.	The process of maturation of groups. Features of groups in the organization.	
7.	Rewards and punishments and organizational behavior	
8.	The role of the manager in shaping organizational behavior	
9.	Organizational culture as a determinant of organizational behavior	
10.	Conflict management and negotiation	
11.	Motivating and building employee engagement as stimulators of behavior in the organization	
12.	Communication system and organizational behavior	
Lp.	Seminar	Reference to the learning outcomes in question
1	Interpersonal communication in the organization. The process of communication.	ZO1_W01 ZO1_W09 ZO1_W14 ZO1_U03 ZO1_U04 ZO1_K05 ZO1_K07
2	Principles of effective communication. Types of communication networks. Communication styles.	
3	Conflict management	
4	Negotiation	
5	Tools for motivating and building employee engagement	
6	In order and leadership in the organization. Steering techniques and styles.	
7	Organizational behavior and the structure and culture of the organization.	
8	Driving change in the organization. Restructuring Leadership	

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7	Shaping pro-innovation attitudes in the organization			
VI. METHODS OF ASSESSMENT OF LEARNING OUTCOMES				
Learning outcomes	Verification method			Form of classes in which EUS is verified (Learning outcome)
Knowledge:				
ZO1_W01 ZO1_W09 ZO1_W14	Pass test, essay			Lecture/Seminar
Abilities:				
ZO1_U03 ZO1_U04	Pass test, essay			Lecture/Seminar
Social competences:				
ZO1_K05 ZO1_K07	And the creativity during the class, the essay			Lecture/Seminar
VII. CRITERIA FOR ASSESSING ACHIEVED LEARNING OUTCOMES				
Learning outcomes	Unsatisfactory assessment The student does not know and does not understand/cannot/is not ready:	Grade range 3.0-3.5 The student knows and understands / can / is ready:	Grade range 4.0-4.5 The student knows and understands / can / is ready:	Very good rating The student knows and understands / can / is ready:
For each of the learning outcomes identified for the Knowledge, Skills and Competences module	The student obtains less than 50% max. the number of points for a given effect	The student gets from 50 to 59% max. the number of points for a given effect on a grade of 3 and The student gets from 60 to 69% max. the number of points for a given effect per grade 3.5	The student gets from 70 to 79% max. the number of points for a given effect per grade 4, and The student obtains from 80 to 89% max. the number of points for a given effect per rating 4.5	The student obtains more than 89% max. the number of points for a given effect
VIII. STUDENT'S WORKLOAD – NUMBER OF HOURS AND BALANCE OF ECTS CREDITS				
Type of activity ECTS		Student load		
		Studies Stationary	Part-time studies	
Participation in didactic activities (lectures, exercises, tutorials, project, laboratories, workshops, seminars) – SUM of hours – from point II		50	30	
Exam/Passing				
Participation in the consultation		1	1	
Project / Essay		9	19	
Independent preparation for didactic classes		20	25	
Preparing to pass a teaching class		20	25	
Total student workload (25h = 1 ECTS) TOTAL hours/ECTS		4 ects=100h	4 ects=100h	
Student load in classes in direct contact with the teacher		50	30	

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Student load in practical classes		
Student load in practical vocational preparation classes		
Student load in research preparation classes	50	70
IX. LITERATURE AND OTHER DIDACTIC MATERIALS		
Basic literature:		
1. Gros Urszula, Organizational behavior in the theory and practice of management, Wydawnictwo Naukowe PWN 2022		
2. Jolanta Staszewska, ORGANIZATIONAL BEHAVIOR. A LOOK AT THE PROBLEMS OF THEORY AND PRACTICE, e book 2022		
Supplementary literature:		
1. Penc RJ, Organizational behavior in the enterprise, Oficyna Wolters Kluwer, Warsaw 2011		
2. Tokarski S., <i>Manager in the organization</i> , Wydawnictwo Difin, Warsaw 2006		
3. Behavior of people in the organization / Czesław Sikorski. - Warsaw : Wydawnictwo Naukowe PWN, 2002.		
4. Organizational behavior: academic textbook / Bolesław Rafał Kuc, Joanna Maria Moczydłowska. - Warsaw : Difin Advisory and Information Centre 2009.		
5. Organizational behavior and managerial decisions in the enterprise of the XXI century: collective work / aut. Zdzisław Piątkowski [et al.] ; Faculty of Management. University of Ecology and Management in Warsaw. - Warsaw : Oficyna Wydawnicza Wyższa Szkoła Ekologii i Zarządzania (University of Ecology and Management), 2009.		
6. Robbins S.P., Judge T.A., Behaviors in the organization, PWE, Warsaw 2012		
7. Moczydłowska J.M, Kuc R., Organizational behavior. Difin Publishing House, Warsaw 2009		
8. Potocki A., Organizational behavior – selected issues, Wydawnictwo Difin, Warsaw 2005		
9. Gros U., Organizational behavior in the theory and practice of management. PWN, Warsaw 2012		
Other teaching materials:		
– Moodle, Teams		