I. GENERAL INFORMATION ABOUT THE COURSE

Organisational Behaviours

Name of the organisational unit offering the programme:	The University College of Tourism and Ecology in Sucha Beskidzka Wyższa Szkoła Turystyki i Ekologii w Suchej Beskidzkiej
Name of the field of study and level of education:	Management – First degree (bachelor's)
Profile of education:	Practical
Major:	Not applicable
Type of module: (please specify as appropriate)	Basic / Core / Professionally oriented
Year / Semester:	II / 3
Prerequisites (resulting from the sequence of courses):	Knowledge, skills, and social competences acquired in the course Fundamentals of Management.

II. FORMS OF CLASSES AND NUMBER OF HOURS

	Lecture	Exercises	Seminar discussion	Laboratory	Workshop	Project	Seminar	Internship	Examination / Assessment	Total number of hours
Full-time studies	14	14			8	6			4	46
Part-time studies	8	8			8	6			4	34

III. TEACHING METHODS

Forms of classes	Teaching methods
Lecture / Workshop / Project:	Lecture with discussion. Activating exercises, case studies, practical tasks, and the project method.

IV. LEARNING OUTCOMES FOR THE COURSE WITH REFERENCE TO THE PROGRAMME AND DISCIPLINARY LEARNING OUTCOMES

No.	Description of the learning outcome for the course	Reference to the programme learning outcome
	Knowledge:	

P_W01	The student explains the mechanisms shaping human behaviour in organisations in the context of power relations, as well as functional and cooperative relationships.	K1P_W03 K1P_W04 K1P_W05 K1P_W06 K1P_W09
P_W02	The student characterises the functions of organisational culture and distinguishes between rational and emotional leadership.	K1P_W03 K1P_W04 K1P_W05 K1P_W06 K1P_W09 K1P_W14
P_W03	The student explains the impact of a turbulent environment on the evolution of management methods.	K1P_W03 K1P_W04 K1P_W05 K1P_W06
		K1P_W09 K1P_W13 K1P_W14
Skills:		
P_U01	The student is able to identify the causes of resistance to change and select appropriate methods for overcoming it within an organisation.	K1P_U01 K1P_U04 K1P_U08 K1P_U09 K1P_U11 K1P_U12 K1P_U13 K1P_U14
P_U02	The student is able to select the appropriate leadership style and undertake actions aimed at promoting desirable patterns of organisational culture.	K1P_U01 K1P_U04 K1P_U08 K1P_U09 K1P_U11 K1P_U12 K1P_U13 K1P_U14
P_U03	The student assesses the needs of individuals within an organisation and the possibilities for meeting those needs.	K1P_U01 K1P_U04 K1P_U08 K1P_U09 K1P_U11 K1P_U12 K1P_U13 K1P_U14
Social competences:		
P_K01	The student demonstrates openness towards the cultural diversity of organisations.	K1P_K06
P_K02	The student shows sensitivity to ethical aspects of human functioning within organisations.	K1P_K07
V. COURSE CONTENT		

No.	Lecture:	Reference to the programme learning outcome
W1	Thematic scope of the course. The essence and determinants of human behaviour in organisations.	P_W01
W2	The influence of the organisational environment: consequences of the information revolution and globalisation, changing organisational values and management methods in the information age, and the educational revolution. The impact of structural transformation – from stable to flexible structures.	P_W01, P_W03
W3	Human behaviour in power relations within organisations.	P_W01
W4	The asymmetrical concept of power and participative management. Techniques of participative management: management by delegation, management by exception, management by objectives. Transformational management. The concept of the charismatic leader. Leadership versus coordination. Emotional versus rational leadership.	P_W01
W5	Human behaviour in functional relations. Mechanisation versus intellectualisation of one's own work. Resistance to change and methods of overcoming it: persuasive, consultative, and negotiation-based approaches. The K. Lewin – E. Schein model of organisational change. Shaping a pro-innovative organisational culture.	P_W01, P_W02
W6	Human behaviour in cooperative relations. Traditional and modern work teams. Structural versus process approaches to teamwork — temporary task and project teams. Conformism versus assertiveness. Collective versus individual identity. Individualism within the collective.	P_W01
W7	Zachowania ludzi w relacjach komunikacyjnych. Efektywność komunikacji społecznej. Organizacyjne i społeczno-kulturowe bariery komunikacji. Sposoby pokonywania barier komunikacyjnych. Komunikacja rutynowa a spontaniczna.	P_W01, P_W03
W8	Organisational culture. Culture as both the cause and the consequence of organisational behaviour. The cultural system of an organisation. Shaping organisational culture. Functions of organisational culture.	P_W02, P_K01

No.	Excersises / Workshop / Project:	Reference to the programme learning outcome
T1	Determinants of human behaviour in organisations.	P_W01, P_U03
T2	Patterns of behaviour in power relations – case analysis.	P_W01, P_U01, P_U02, P_U03
T3	Patterns of behaviour in functional relations – case analysis.	P_W01, P_U01, P_U02, P_U03
T4	The importance of group and organisational roles.	P_W01, P_U01, P_U02, P_U03
T5	Patterns of behaviour in cooperative relations – case analysis.	P_W01, P_U01, P_U02, P_U03, P_K01, P_K02

T6	Patterns of behaviour in communication relations – case analysis.	P_W01, P_U01, P_U02, P_U03, P_K01, P_K02
T7	Ethics in human behaviour within organisations.	P_W01, P_U01, P_K02
T8	Patterns of organisational culture.	P_W02, P_U01, P_U02, P_U03, P_K01

VI. METHODS OF VERIFYING LEARNING OUTCOMES

Learning outcomes	Verification method	Form of classes in which the learning outcome is verified
	Knowledge:	
P_W01	Knowledge test; group task with individual achievement assessment.	W1, W2,W3, W4, W5, W6, W7, T1 – T8
P_W02	Knowledge test; group task with individual achievement assessment.	W5, W8
		T1 – T8
P_W03	Knowledge test; group task with individual achievement assessment.	W2, W7
	Skills:	
P_U01	Group task with individual achievement assessment; observation of task performance.	T1 – T8
P_U02	Group task with individual achievement assessment; observation of task performance.	T1 – T8
P_U03	Group task with individual achievement assessment; observation of task performance.	T1 – T8
	Social competences:	
P_K01	Observation and assessment of practical task performance.	W8 T1 – T8
P_K02	Observation and assessment of practical task performance.	T1 – T8

Final (summative) assessment:

The final grade consists of the evaluation of practical group task performance and observation of task execution (1/3), as well as the grade from the final written exam in the form of a knowledge test (2/3).

VII. ASSESSMENT CRITERIA FOR ACHIEVED LEARNING OUTCOMES

Learning outcomes	**Fail (2.0)** The student does not know, does not understand, is unable to, or is not ready to:	**Satisfactory range (3.0–3.5)** The student knows, understands, is able to, and is ready to:	**Good range (4.0–4.5)** The student knows, understands, is able to, and is ready to:	**Very good (5.0)** The student knows, understands, is able to, and is ready to:

P_W01	Explain the mechanisms shaping human behaviour in organisations within power, functional, and cooperative relations.	Partially explain the mechanisms shaping human behaviour in organisations within power, functional, and cooperative relations.	Explain the mechanisms shaping human behaviour in organisations within power, functional, and cooperative relations.	Discuss extensively the mechanisms shaping human behaviour in organisations within power, functional, and cooperative relations, referring to practical examples and personal experience.
P_W02	Characterise the functions of organisational culture or distinguish between rational and emotional leadership.	Partially characterise the functions of organisational culture and correctly distinguish between rational and emotional leadership.	Fully characterise the functions of organisational culture and accurately distinguish between rational and emotional leadership.	Provide a detailed characterisation of the functions of organisational culture and flawlessly distinguish between rational and emotional leadership, drawing upon relevant academic literature.
P_W03	Explain the impact of a turbulent environment on changes in management methods.	Partially explain the impact of a turbulent environment on the transformation of fundamental management methods.	Explain the impact of a turbulent environment on selected management methods.	Elaborate comprehensively on the impact of a turbulent environment on changes in management methods, referring to practical examples.
P_U01	Identify the causes of resistance to change or select appropriate methods of overcoming such resistance within an organisation.	Identify basic causes of resistance to change and correctly select appropriate ways to overcome such resistance in an organisation.	Identify key causes of resistance to change and correctly select appropriate ways to overcome such resistance in an organisation, convincingly justifying their reasoning.	Identify all causes of resistance to change and accurately select appropriate ways to overcome such resistance in an organisation, substantiating their reasoning with references to literature and practical examples.
P_U02	Select the appropriate leadership style or undertake actions that promote desirable patterns of organisational culture.	With the teacher's assistance, select an appropriate leadership style and undertake basic actions to promote desirable patterns of organisational culture.	Independently select the appropriate leadership style and undertake actions to promote desirable patterns of organisational culture.	Select the appropriate leadership style and undertake comprehensive actions to promote desirable patterns of organisational culture.
P_U03	Assess human needs in organisations or the possibilities for satisfying them.	Assess basic human needs in organisations and the possibilities for satisfying them, while making acceptable errors.	Assess human needs in organisations and the possibilities for satisfying them.	Critically and thoroughly evaluate the needs of people within the organisation and the possibilities for meeting them, substantiating the argument with references to scholarly literature and practical examples.

P_K01	Demonstrate openness to cultural diversity within organisations.	Demonstrate openness to cultural diversity in performing basic professional tasks.	Demonstrate openness to cultural diversity in simple and complex professional tasks.	Demonstrate openness to cultural diversity in simple and complex professional tasks, taking full responsibility for their actions.
P_K02	Show sensitivity to ethical aspects of human functioning in organisations.	Show sensitivity to ethical aspects of human functioning in organisations when performing basic professional duties.	Show adequate sensitivity to ethical aspects of human functioning in organisations when performing simple and complex professional duties.	Exhibit sensitivity to ethical aspects of human functioning in organisations when performing simple and complex professional duties, taking full responsibility for their conduct.

VIII. STUDENT WORKLOAD – HOURS AND ECTS BALANCE

Type of ECTS activity	Student workload	
	Full-time studies	Part-time studies
Participation in teaching activities (lectures, exercises, conversation classes, projects, laboratories, workshops, seminars) – TOTAL number of hours – from section II	42h	30 h
Examinations / Assessments	4h	4h
Participation in consultations	4h	4h
Project / Essay / Case study / Practical task	8h	8h
Independent preparation for classes	7h	19h
Preparation for course assessments	10h	10h
Total student workload (25 hours = 1 ECTS) TOTAL hours / ECTS	75 h / 3 ECTS	75 h / 3 ECTS
Student workload within classes involving direct contact with the lecturer	50 h /2 ECTS	38 h /1,5 ECTS
Student workload within classes of a practical nature	-/-	-/-
Student workload within classes related to professional training	37 h / 1,5ECTS	37 h / 1,5ECTS
Student workload within classes related to research preparation	-/-	-/-

IX. COURSE LITERATURE AND OTHER TEACHING MATERIALS

Basic literature:

-Robbins S.P., Zachowania w organizacji, PWE, Warszawa 2012.

- Sikorski Cz., Nauka o zarządzaniu, część II Zachowania organizacyjne, AHE, Łódź 2009.

Supplementary literature:

- Kożusznik B., Wpływ społeczny w organizacji, PWE, Warszawa 2005.
- Kożusznik B., Zachowania człowieka w organizacji, PWE, Warszawa 2014.
- Penc J., Zachowania organizacyjne w przedsiębiorstwie Kreowanie twórczego nastawienia i aspiracji, Wolters Kluwer, Warszawa 2011.
- Sikorski Cz., Organizacje bez wodzów. Od przywództwa emocjonalnego do koordynacji demokratycznej, C.H. Beck, Warszawa 2006.
- Sikorski Cz., Źródła i formy zachowań organizacyjnych Obrazki z dzieciństwa, Uniwersytet Łódzki, Łódź 2013.

Other teaching materials: