



## COURSE DESCRIPTION CARD - SYLLABUS

Course name

Organizational behavior

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### Course

Field of study

Faculty of Engineering Management

Area of study (specialization)

Level of study

First-cycle studies

Form of study

full-time

Year/Semester

1/1

Profile of study

general academic

Course offered in

English

Requirements

compulsory

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### Number of hours

Lecture

30

Tutorials

Laboratory classes

Projects/seminars

Other (e.g. online)

### Number of credit points

3

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### Lecturers

Responsible for the course/lecturer:

dr Oksana Erdeli-Klyap

Mail to: oksana.erdeli-klyap@put.poznan.pl

Responsible for the course/lecturer:

Faculty of Engineering Management

ul. J. Rychlewskiego 2, 60-965 Poznań

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### Prerequisites

Knows the basic concepts related to the functioning of the individual in society. Knows the basic concepts of the process in communication. Able to analyze own and other person's behavior. Capable of team work.



### Course objective

Understand main functions of organized team work systems, methods of analyzing and assessing their functioning

### Course-related learning outcomes

#### Knowledge

Student has wide and deep knowledge in terms of science necessary to understand and describe the issues of managing organizations[P6S\_WG\_01]; has structured and theoretically founded knowledge of behavior and organizational norms, understands the importance of organizational and social bond in creating an organization[P6S\_WG\_03]; has knowledge of ethical norms, their sources, nature, changes and ways of influencing organizations[P6S\_WK\_01]

#### Skills

Student uses acquired knowledge to resolve dilemmas occurring in professional work[P6S\_UW\_03]; has the ability to understand and analyze social phenomena[P6S\_UW\_05]; can correctly interpret social phenomena (cultural, political, legal, economic) in terms of management [P6S\_UW\_06]

#### Social competences

Student is able to make essential contributions in realizing of social projects, including legal, economics and organizational aspects[P6S\_KO\_01]; is aware of the importance of professional behavior, following with principles of professional ethics and respects diversity of views and cultures, as well as care for the traditions of the managerial profession [P6S\_KR\_02]

### Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

The knowledge acquired during the lecture (formative assessment) is verified by the completion of tasks placed on the eKursy platform. Final test (summary assessment) carried out online

### Programme content

1. Introduction to organizational behavior sciences: origin, subject and science research methodology of organizational behaviors. Gist, external and internal determinants of organizational behavior.
2. Units and groups in the organization: division of work and roles in the organization. Cooperation and its conditions. Forms of cooperation. Dynamics and forms of individual behavior. Impact of individuals' behavior on the effectiveness and efficiency of the organization .
3. Human and employee: Analysis of technical and social roles. Manager and subordinate; associates. The identity of a person and member of a group or organization. The process of learning forms of action and behavior
4. Motivation and its basics: Personality, attitude and learning process. Motivation. Theories of motivation Maslow, Herzberg ... Motivating: McGregor ... Analysis of motives of action. Ability to cooperate, the need for support, independence, self-confidence. Learning to cooperate and during cooperation.



5. Individual decision making: How decisions are made. Rationality, irrationality of the individual's actions. Cognitive discourse.

6. Communication. Model of communication: sender - message - recipient, channel, code, interference. Messages: statement of fact, opinion, feeling. Verbal and non-verbal messages.

### Teaching methods

lecture, multimedia presentation, discussion

### Bibliography

Basic

1. U. Gros, Zachowania organizacyjne w teorii i praktyce zarządzania, Warszawa, PWN, 2019
2. J. Penc, Zachowania organizacyjne w przedsiębiorstwie. Kreowanie twórczego nastawienia i aspiracji, Wolters Kluwer, 2011
3. B. R. Kuc, J. Moczydlowska, Zachowania organizacyjne, Warszawa, Difin, 2009
4. M. Laszczak, Patologia w organizacji, mechanizmy powstawania, zwalczanie, zapobieganie, Kraków; WPSB, 1999
5. O. Erdeli, Stereotypy w komunikacji międzykulturowej biznesowej (na przykładzie polsko-ukraińskich stosunków biznesowych), Poznań, Wydawnictwo Politechniki Poznańskiej, 2020

Additional

1. Cz. Sikorski, Zachowania ludzi w organizacji, Warszawa; PWN, 1999
2. E. Aronson, Człowiek istota społeczna, Warszawa, PWN 1978
3. B. Grouard, F. Meston, Kierowanie zmianami w przedsiębiorstwie, Warszawa 1997

### Breakdown of average student's workload

	Hours	ECTS
Total workload	75	3,0
Classes requiring direct contact with the teacher	30	1,0
Student's own work (literature studies, preparation for test) <sup>1</sup>	45	2,0

<sup>1</sup> delete or add other activities as appropriate