

**FACULTY OF COMPUTER SCIENCE AND MANAGEMENT****DISCRIPTION OF THE COURSES****Course Title in Polish** Zachowania organizacyjne**Course Title in English** Organizational Behavior**Discipline (if need):** Management**Specialization (if need):** Organizational Management (OM)**Level and form of studies:** 1st level, full-time**Type of course:** obligatory**Course code:** ZMZ1245**Group of courses:** NO

<b>Course Form</b>	Lecture	Class	Laboratory	Project	Seminar
Number of hours/semester* provided in University (ZZU)	<b>30</b>	<b>15</b>			
Total Student's Workload (CNPS)	<b>60</b>	<b>60</b>			
Form of the course completion	<b>Formal Presence and Evaluation's level of Knowledge</b>	<b>Evaluation of Diversified Activity</b>			
For Group of Courses to Mark The Final Course (X)					
ECTS Credit	<b>2</b>	<b>2</b>			
Including the amount of relevant practice credit (P)		<b>2</b>			
Including the amount of ECTS credit relevant to direct personal contact (BK)	<b>1</b>	<b>0,5</b>			

**PREREQUISITES: KNOWLEDGE, SKILLS AND COMPETENCES**

1. Completion of the course aimed on theory of organization and management

**PURPOSES OF OBJECT:**

1. Awareness of essence and correctness of organizational behavior.
2. Identification of circumstances and factors and estimate of their influence on functioning organization
3. 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

<b>Form of teaching - Lecture</b>		<b>Number of hours</b>
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		<b>30</b>

<b>Form of education - Class</b>		<b>Number of hours</b>
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,	2

	impacts and results of influence. Sociological, technical, economical and political determinants creating the organizational behavior	
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
	<b>Total number of hours</b>	<b>15</b>

<b>Form of education - Laboratory</b>		<b>Number of hours</b>
Lab1		
Lab2		
Lab3		
	<b>Total number of hours</b>	

<b>Form of education - Project</b>		<b>Number of hours</b>
	<b>Total number of hours</b>	

<b>Form of education - seminar</b>		<b>Number of hours</b>
Sem1		
Sem2		
Sem3		
	<b>Total number of hours</b>	

<b>MANNERS USED IN EDUCATIONAL PROCESS</b>
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**

<b>Evaluation</b> (F – forming (due to progress in semester), P – final (the end of semester))	Number of result of education's effect	The way of reaching educational results
F1	PEK_W01,PEK_W02,	By measurement the formal presence and

	PEK_W03,PEK_K01,PEK_K03	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

#### **BASIC LITERATURE:**

- [1]. Robbins, Judge (2012), *Organizational Behavior*, 15/e, Prentice Hall  
 [2]. McShane, Von Glinow, (2010) *Organizational behavior: Emerging knowledge and practice for the real world*, 15/e McGraw-Hill Irwin.  
 [3]. Griffin, Moorhead (2013) *Organizational Behavior: Managing People and Organizations*, 11/e, Cengage Learning.

#### **ADDITIONAL LITERATURE:**

- [1]. Gibson, Ivancevich, Donnelly (2000), *Organizations: Behavior, Structure, Processes*, 10/e, McGraw- Hill  
 [2]. Nelson, Quick (2000), *Organizational Behavior: Foundations, Realities and Challenges*, 3/e, South- Western  
 [3]. Schermerhan, Hunt, Osborn (2000), *Organizational Behavior*, 7/e, Wiley

#### **TUTOR: (SURNAME, NAME, ADDRESS E-MAIL)**

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MATRIX OF COHERENCE OF EFFECT OF EDUCATION FOR OBJECT  
**Organizational Behavior**  
 AND EDUCATIONAL EFFECTS FOR MAIN FIELD OF STUDY  
**Management**  
 AND SPECIALIZATION **Organizational Management (OM)**

Objective Effects of Education	Reference of objective results for effects of education defined for direction of study i specjalności	Purposes of objects**	Program contents**	Number of educational tool**
<b>PEK_W01</b>	K1_ZARZ_W18	C1	Lec1-Lec13,Lec15,	N1, N3
<b>PEK_W02</b>	K1_ZARZ_W18	C2	Lec3-Lec13, Clas2-Clas8	N1,N3,N4
<b>PEK_W03</b>	K1_ZARZ_W18	C2.C3	Lec3-Lec13, Clas2-Clas8	N1,N3,N4
<b>PEK_U01.</b>	K1_ZARZ_U10	C2	Lec3-Lec13 Clas2-Clas8	N1,N3,N4
<b>PEK_U02</b>	K1_ZARZ_U09 K1_ZARZ_U15	C3	Lec8,Lec11, Lec12, Clas4-Clas8	N1,N2,N3,N4
<b>PEK_U03</b>	K1_ZARZ_U09 K1_ZARZ_U10	C3	Lec3-Lec13 Clas2-Clas8	N3,N4
<b>PEK_K01</b>	K1_ZARZ_K04 K1_ZARZ_K06	C3	Lec4,Lec9,Lec11,Lec13 Clas2-Clas3	N1,N3,N4
<b>PEK_K02</b>	K1_ZARZ_K02 K1_ZARZ_K06	C2	Lec1,Lec15 Clas2-Clas8	N1,N2,N3,N4
<b>PEK_K03</b>	K1_ZARZ_K06 K1_ZARZ_K02 K1_ZARZ_K01	C3	Lec,Lec8,Lec9, Lec11, Clas2,Clas4,Clas6,Clas7	N1,N3,N4