Organizational Behaviour

Course title:	Organizational Behaviour
Course code:	
Type of course:	block E - elective lecture in a foreign language for exchange students
Level of course:	all
ECTS credits:	4
Division:	all
Under control of:	Department of Product Marketing
Specialisations:	all
Semester	autumn
Teaching methods and teaching hours per semester:	30
Name of lecturer/s:	dr Agnieszka Skuza
Objective of the course:	This course concentrates on the major dimensions of organizational behavior. The course gives basic knowledge on motivation, team dynamics, group work, internal communication, organizational conflict and negotiations, organizational culture as well as organizational change and development. By learning about both theory and practice students will obtain a good conceptual understanding of the individual behavior at work as well as be firmly grounded in the realities of companies' behavior.
Prerequisites:	
Course content:	
Lecture 1:	Introduction to The Field of Organizational Behavior - The Field of Organizational Behavior, Emerging Trends in Organizational Behavior, The Five Anchors of Organizational Behavior, Knowledge Management
Lecture 2:	Individual Behaviour and Learning in Organizations - MARS Model of Individual Behaviour and Performance, Types of Work-Related Behaviour, Learning in Organizations
Lecture 3:	Perception and Personality in Organizations - The Perceptual Process, Social Identity Theory, Errors in the Perceptual Process, Improving Perceptions, Personality in Organizations
Lecture 4:	Workplace Values, Ethics, and Emotions - Values at Work, Emotions in the Workplace, Job Satisfaction and Organizational Commitment
Lecture 5:	Foundation of Employee Motivation - Content Theories of Motivation, Process Theories of Motivation, Types of Rewards, Job Design, Motivating Yourself through Self – Leadership
Lecture 6:	Foundations of Team Dynamics - Types of Teams and Other Groups in Organizations, A Model of Team Effectiveness, Team Design, Team Process, Troubles with Teams, Team Building
Lecture 7:	Decision Making and Employee Involvement - Model of Decision Making, Identifying problems and Opportunities, Evaluating and Choosing Solution, Evaluating Decision Outcomes, Employee Involvement
Lecture 8:	Stress Management - Defining Stress, Causes of Stress, Individual Differences in Stress, Consequences of Distress, Managing Work – Related Stress
Lecture 9:	Creativity and Team Decision Making - The Creative Process Model, Conditions for Creativity, Creative Practices, Constraints on Team Decision Making and Creativity, The structures for Creativity and Decision Making
Lecture 10:	Communicating in Organizational Settings - Communication Model, Communication Channels, Communication Barriers, Improving Interpersonal Communication
Lecture 11:	Organizational Power, Politics, and Persuasion - The Meaning of Power, Sources of Power in Organizations, Contingencies of Power, Organizational Politics, Influencing Others through Persuasion
Lecture 12:	Organizational Conflict - The Conflict Process, Interpersonal Conflict Management Styles, Structural Approaches to Conflict Management, Resolving Conflict through Negotiations
Lecture 13:	Organizational Culture - Elements of Organizational Culture, Organizational

	Culture and Performance, Merging Organizational Culture
Lecture 14:	Organizational Structure and Design Division of Labor and Coordination, Elements of Organizational Structure, Contingencies of Organizational Design
Lecture 15:	Organizational Leadership Perspectives of Leadership, Competency Perspective, Behavioural Perspective, Contingency Perspective, Transformational Perspective, Romance Perspective
Recommended readings:	Steven L. McShane, Mary Ann Von Glinow, Organizational Behavior, Second Edition, McGraw-Hill, 2002 Don Hellriegel, John W. Slocum, Jr, Richard W. Woodman, Organizational Behavior, St. Paul, MN: West Publishing Company, 1992 Gareth R. Jones., Organizational theory : text and cases, Reading, MA : Addison-Wesley, 1998
Assessment methods:	Team project report and presentation and participation in class
Language of instruction:	English