



Subject card

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|---|---|---|-------------------------------------|------------|--|---------|-----|
| Subject name and code | ORGANISATIONAL BEHAVIOUR , PG_00071710 | | | | | | |
| Field of study | Management | | | | | | |
| Date of commencement of studies | October 2026 | Academic year of realisation of subject | | | 2027/2028 | | |
| Education level | first-cycle studies | Subject group | | | Obligatory subject group in the field of study Subject group related to scientific research in the field of study | | |
| Mode of study | Full-time studies | Mode of delivery | | | at the university | | |
| Year of study | 2 | Language of instruction | | | English | | |
| Semester of study | 3 | ECTS credits | | | 3.0 | | |
| Learning profile | general academic profile | Assessment form | | | assessment | | |
| Conducting unit | Department of Entrepreneurship -> Faculty of Management and Economics -> Faculties of Gdańsk University of Technology | | | | | | |
| Name and surname of lecturer (lecturers) | Subject supervisor | dr Katarzyna Stankiewicz | | | | | |
| | Teachers | | | | | | |
| Lesson types | Lesson type | Lecture | Tutorial | Laboratory | Project | Seminar | SUM |
| | Number of study hours | 15.0 | 30.0 | 0.0 | 0.0 | 0.0 | 45 |
| | E-learning hours included: 0.0 | | | | | | |
| Learning activity and number of study hours | Learning activity | Participation in didactic classes included in study plan | Participation in consultation hours | Self-study | SUM | | |
| | Number of study hours | 45 | 3.0 | 27.0 | 75 | | |
| Subject objectives | to prepare students to analyze and shape the behavior of individuals and teams in organizations based on knowledge of organizational psychology and organizational behavior, as well as to develop attitudes of social responsibility, collaboration, and diversity awareness in the context of organizational functioning. | | | | | | |
| Learning outcomes | Course outcome | Subject outcome | | | Method of verification | | |
| | [K6_W01] has an advanced understanding of management issues and selects appropriate methods for their resolution, considering the complex relationships between the analyzed phenomena. | knows and understands, at an advanced level, management problems and methods of their resolution, in the context of organizational behaviour, in particular motivation processes, perception, decision-making, communication, team functioning, and the impact of individual differences and stress on organizational effectiveness. | | | [SW1] Assessment of factual knowledge | | |
| | [K6_U03] collaborates with others in solving interdisciplinary problems. | is able to collaborate with others in solving interdisciplinary problems, applying methods and techniques of organizational behaviour to analyse and improve team processes, communication, decision-making, and motivation in diverse organizational contexts. | | | [SU3] Assessment of ability to use knowledge gained from the subject | | |
| | [K6_K01] is ready to fulfill professional roles responsibly, taking legal, ethical, and cultural aspects into account in decision-making processes. | is ready to perform professional roles in a responsible manner, taking into account legal, ethical, and cultural aspects in decision-making processes, in particular through participation in team-based decision tasks, analysis of organizational dilemmas, and reflection on the impact of organizational behaviour on individuals and teams within an organization. | | | [SK1] Assessment of group work skills | | |

| Subject contents | Course content – lecture | | | | | | | | | | | |
|--|---|---|-------------------------------|--------------------------|-------------------|-------------------------------|---------------------|-------|-------|---------------------------|-------|-------|
| | <ol style="list-style-type: none"> 1. Organizational behaviour and its role in management 2. Work motivation 3. Motivation in groups and teams 4. Perception and cognitive biases in organizations 5. Individual differences personality, abilities and work styles 6. Groups and teams dynamics, development and effectiveness 7. Decision making individual and group processes 8. Communication in organizations models, barriers and feedback 9. Nonverbal and cross-cultural communication 10. Stress in the workplace and employee well-being | | | | | | | | | | | |
| Prerequisites and co-requisites | Course content – exercises | | | | | | | | | | | |
| | <ol style="list-style-type: none"> 1. The individual in the organization 2. What drives employee motivation in practice 3. Team motivation: goals and engagement 4. Goal setting and motivational communication (pitch) 5. Evaluating others: biases and accuracy of judgments 6. Work style and roles in a team 7. From group to team: determinants of effectiveness 8. Decision-making in practice: individual vs team 9. Effective communication and feedback in action 10. Nonverbal communication and cultural differences 11. Workplace stress: identification and coping strategies | | | | | | | | | | | |
| Assessment methods and criteria | <table border="1"> <thead> <tr> <th>Subject passing criteria</th> <th>Passing threshold</th> <th>Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td>Practical exercises</td> <td>60.0%</td> <td>20.0%</td> </tr> <tr> <td>Tests during the semester</td> <td>60.0%</td> <td>80.0%</td> </tr> </tbody> </table> | | | Subject passing criteria | Passing threshold | Percentage of the final grade | Practical exercises | 60.0% | 20.0% | Tests during the semester | 60.0% | 80.0% |
| | Subject passing criteria | Passing threshold | Percentage of the final grade | | | | | | | | | |
| | Practical exercises | 60.0% | 20.0% | | | | | | | | | |
| Tests during the semester | 60.0% | 80.0% | | | | | | | | | | |
| Recommended reading | Basic literature | <ol style="list-style-type: none"> 1. Arnold, J. (2020). <i>Work psychology: Understanding human behaviour in the workplace</i>. Pearson Education. 2. Mullins, L. J. (2023). <i>Management and organisational behaviour</i>. Pearson education. 3. Yates, J., Zibarras, L., & Mahmood, L. (2023). <i>Organisational Psychology: An Essential Guide</i>. Taylor & Francis. | | | | | | | | | | |
| | Supplementary literature | <ol style="list-style-type: none"> 1. Muchinsky, P.M., & Howes, S. (2018). 2. Rothmann, S., & Cooper, C. L. (2022). <i>Work and organizational psychology</i>. Routledge. | | | | | | | | | | |
| | eResources addresses | | | | | | | | | | | |
| Example issues/ example questions/ tasks being completed | Describe McClelland's theory of needs and what practical implications it has for work and work motivation Name three possible positive and negative consequences of teamwork | | | | | | | | | | | |
| Practical activities within the subject | Not applicable | | | | | | | | | | | |

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