



SGH

Year	2018/2019	
Course title	Organizational Behavior - Management Skills (CEMS)	
Course number	236151 - 0373	6 ECTS points
Lecturer	Miroński Jacek , Professor	

A. Course objective

The purpose of this course is to help students to understand a human side of organizations and how organizational behaviour influences organizational effectiveness. By analysing case studies, participation in various exercises and discussions students should learn how to apply the knowledge to the real life business situations. The course takes the managerial perspective.

B. Course syllabus

Individual behaviour in organizations. Perception and personality. Employees motivation. Team dynamics. Power and politics. Conflict management. Organizational culture.

C. Educational outcome

Knowledge

1. Identifies essential managerial competencies.
2. Is aware of concepts explaining behavior in organizations.
3. Understands the role of manager in influencing employee's behavior.
4. Understands different concepts of motivation

Skills

1. Is able to apply theoretical frameworks to analyze the real-life problems.
2. Can diagnose the challenges in the organizations.
3. While making decisions sees the potential side effects.

Social competencies

1. Is open to the diversity of opinions
2. Is able to work in teams.
3. Can express himself/herself clearly.

D. Semester time table

- 1 Introduction.
- 2 Individual behaviour in organizations.

3	Perception and personality in organizations.
4	Emotions and values in the workplace. Psychological contracts.
5	Team dynamics and team effectiveness. Team cohesiveness.
6	Power and politics in organizations.
7	Organizational leadership.
8	Communicating in organizational settings.
9	Organizational change and development.
10	Stress management.
11	Organizational conflict.
12	Negotiation in organizational settings.
13	Organizational culture.
14	Cross-cultural communications.
15	Ethical aspects of organizational behaviour.

E. Basic literature

S.L. McShane, M.A. Von Glinow, Organizational Behavior, McGraw-Hill, Boston 2013.

F. Supplementary literature

D.A. Whetten, K.S. Cameron, Developing Management Skills, Pearson - Prentice Hall, Upper Saddle 2011.

G. Author's most important publications concerning the offered course

"Poland, a Workforce in Transition: Exploring Leadership Styles of Polish vs. Western Expatriate Managers, J. Eisenberg, A. Pieczonka, M, Eisenring, J. Mironski Journal of East European Management Studies, 20 (4), 2015; "Knowledge management challenges in virtual teams, J. Mironski, e-mentor, 5(57), 2014, p. 50-55; "Can Business Schools Make Students Culturally Competent? Effects of Cross-Cultural Management Courses on Cultural Intelligence", J. Eisenberg, H-J. Lee, F. Bruck, B. Brenner, M-T. Claes, J. Miroński, R. Bell, Academy of Management Learning & Education , 12, 2013, p. 603-621.

H. Numbers of required prerequisites

not required

I. Course size and mode

	Full-time	Saturday-Sunday	Afternoon
Total:	30	-	-
Seminar	30	-	-

J. Final mark composition

traditional examination	40%
reports	40%
classes	20%

K. Foreign language requirements

L. Selection criteria

Ranking list

M. Methods applied

case studies
games
reporty
discussions
participation of practitioners
others(elementy Design Thinking; plakat Persony; prototypowanie)