

## Information sheet for the course

<b>University:</b> <i>Alexander Dubček University of Trenčín</i>	
<b>Faculty:</b> <i>Faculty of Social and Economic Relations</i>	
<b>Course unit code:</b> KMaREZ/OrgS/21z2dA/22	<b>Course unit title:</b> <i>Organizational behavior</i>
<p><b>Type, scope and method of learning activities:</b>  <i>Weekly number of teaching hours in the form of lectures, seminars: full-time form 2/1;</i>  <i>Teaching method: face to face / combined</i></p> <p><i>Weekly number of teaching hours in the form of lectures, seminars: part-time form 2/1;</i>  <i>Teaching method: face to face / combined</i></p>	
<b>Number of credits:</b> 5	
<b>Recommended semester/trimester of study:</b> <i>3<sup>rd</sup> semester in the full-time form of study and 3<sup>rd</sup> semester in the part-time form of study within the Human Resources and Personnel Management study program</i>	
<b>Degree of study:</b> <i>II. (Master)</i>	
<b>Course prerequisites:</b>	
<p><b>Assessment methods:</b>  <i>A student may receive a maximum of 100 points in total, including 80 points for the preliminary assessment and 20 points for the final assessment.</i>  <i>The preliminary assessment consists of:</i></p> <ul style="list-style-type: none"> <li>- <i>preliminary test - verification of theoretical knowledge - 10 points.</i></li> <li>- <i>Seminar paper - 35 points.</i></li> <li>- <i>Consultation - guidance in the preparation of the seminar paper selected by a student - 35 points.</i></li> </ul> <p><i>The final assessment consists of:</i></p> <ul style="list-style-type: none"> <li>- <i>Presentation of the seminar paper and the consultancy work carried out - 20 points.</i></li> </ul> <p><b>Assessment:</b>  <i>Grade: A from 100-93 points; Grade: B from 92-85 points; Grade: C from 84-76 points; Grade: D from 75-68 points; Grade: E from 67-60 points. A student will not be awarded credit if he/she obtains a total of less than 60 points.</i></p>	
<p><b>Learning outcomes:</b>  <i>After completing the course, the student will increase knowledge of organisational behaviour from individual, group and organisational perspectives; and be able to reflect and apply this knowledge in ways that will enhance his/her abilities manager and leader. Topics include communication, motivation, group dynamics, leadership, and power, organizational design and development, and organizational culture.</i></p> <p><b>Theoretical Knowledge:</b></p> <ul style="list-style-type: none"> <li>- <i>Describes current research in organizational behavior and identifies how it can be applied to the environment workplace</i></li> <li>- <i>Understand how the application of organizational behavior frameworks, tools, and concepts can enhance the effectiveness of individuals, groups and organizations</i></li> </ul> <p><b>Practical Skills:</b></p> <ul style="list-style-type: none"> <li>- <i>Ensure the integration of human resource management with the strategic needs of the organization through human resource management activities (philosophy, policy, programs and management practices human resource policies and practices) and embedding them in the overall planning and evaluation process the organisation's assessment and evaluation process.</i></li> </ul>	

**Competencies:**

- *Leadership. Graduates demonstrate the ability to work effectively as a member or leader of a team. They can Motivate team members and build strong working relationships within the team as well as with other stakeholders They are able to work with other stakeholders in the team and with other groups of people.*
- *Diversity/Inclusion. Graduates accept diversity in terms of gender, nationality, race, linguistic origin, social background, level of achievement or disability. They are able to design and implement mutually beneficial integration.*

**Course contents:**

1. *Introduction to organizational behavior.*
2. *Diversity in organizations; Attitudes and job satisfaction.*
3. *Emotions and moods. What makes a good leader.*
4. *Personality and values at work.*
5. *Perception and decision making.*
6. *Motivational concepts and application.*
7. *Group behavior; work teams, communication.*
8. *Leadership, power and influence.*
9. *Conflict and negotiation.*
10. *Organisational structure.*
11. *Organizational culture; HR principles and practices.*
12. *Organisational change and stress management.*

**Recommended and required reading:**

- *Robbins, S. - Judge, T.: Essentials of Organizational Behavior, Global Edition 15th Edition. Pearson. 2021. ISBN: 978-1292406664*
- *Kinicki, A.: Organizational Behavior: A Practical, Problem-Solving Approach McGraw-Hill Education, 2020. ISBN: 978-1260570373*
- *Rudy, J. a kol.: Manažment a organizačné správanie. MV-Wissenschaft, 2013. ISBN 9783869919133*
- *Cejthamr, V.- Dědina J.: Management a organizační chování. Grada Publishing, 2010. ISBN: 978-80-247-3348-7*

**Language: Slovak/English**

**Remarks:**

*The course is profile and compulsory.*

*Full-time study:*

- *Lectures and seminars 24+12 = 36 hours*

- *Preparation for lectures and seminars = 36 hours*

- *Preparation for preliminary test = 11 hours*

- *Preparation of a seminar paper, including the student's consultation of another student's work = 40 hours*

- *Preparation of final presentation = 2 hours*

*Total: 125 hours*

*Student's contact workload: 36 hours,*

*non-contact: 89 hours*

*Part-time study:*

- *Lectures and seminars 10+5 = 15 hours*

- *Preparation for lectures and seminars = 57 hours*

- *Preparation for preliminary test = 11 hours*

- *Preparation of a seminar paper, including student consultation of another student's work = 40 hours*

- *Preparation of final presentation = 2 hours*

*Total: 125 hours*

*Student contact workload: 15 hours,*

*non-contact: 110 hours*

*Note: (5\*25 = 125, 1 credit represents 25-30 hours of student work)*

**Evaluation history:**

*Total number of evaluated students:*

A	B	C	D	E	FX

**Lecturers:**

*Doc. PhD. Zoltán Rózsa, PhD., Ing. Jaroslav Belás*

**Last modification:**

**Approved by:** *Doc. PhD. Zoltán Rózsa, PhD.*