

ENGLISH – SYLLABUS (SPECIALTY)					
SUBJECT: ORGANISATIONAL SCIENCES					
Studies: Management 1 cycle studies Management Specialty: ALL			Faculty: Management		
Subject status	Type of studies	Semester/ Term	Teaching hours		ECTS Points
			lectures	classes	
	Full time studies	2	30	16	8
Course description: Organisational Sciences is a multidisciplinary study program that delves into the intricacies of organizational structures, behaviours, and processes. The curriculum provides students with a holistic understanding of how organizations operate, addressing topics such as organizational culture, communication, and leadership. Strategic management is a focal point, guiding students in analysing external and internal environments to formulate effective organizational strategies. Emphasis is placed on the implementation of these strategies and the management of organizational change to adapt to dynamic business environments. Leadership and team dynamics are explored in-depth, recognizing the critical role of leaders in fostering collaboration and achieving organizational objectives. The program also addresses conflict resolution and negotiation, vital skills for maintaining positive interpersonal relationships within organizations. Organizational behaviour is a key area of study, examining factors that influence individual and group behaviour in the workplace. The program explores topics such as motivation, job satisfaction, and the psychological aspects of organizational dynamics. Innovation and change management are integral components of the curriculum, preparing students to embrace and drive innovation while effectively managing organizational change. Ethical leadership is woven throughout the program, highlighting the importance of ethical decision-making and responsible leadership in organizational settings. By integrating theoretical knowledge with practical applications, the Organisational Sciences program equips students with the skills and insights needed to thrive in a variety of organizational roles. The course is filled in with many case studies and practical examples of Organisational sciences problems, so it should be interesting for all those students who are eager to deal with sales management issues also after the course.					
COURSE LEARNING OBJECTIVES: 1. Organizational Dynamics: Develop a deep understanding of the dynamics within organizations, including structure, culture, and communication patterns. 2. Strategic Management: Equip students with strategic management skills to analyse organizational environments, formulate strategies, and implement effective organizational change. 3. Leadership and Team Dynamics: Foster leadership qualities and an understanding of team dynamics, emphasizing the role of leaders in promoting collaboration and achieving organizational goals. 4. Conflict Resolution and Negotiation: Develop skills in conflict resolution and negotiation, essential for maintaining positive working relationships and addressing challenges within organizations.					

5. Organizational Behaviour: Study human behaviour within the organizational context, examining factors that influence individual and group performance, motivation, and job satisfaction.

6. Innovation and Change Management: Explore strategies for fostering innovation and managing organizational change, preparing students to navigate evolving business landscapes.

7. Ethical Leadership: Cultivate a strong ethical foundation, emphasizing the importance of ethical decision-making and responsible leadership in organizational settings.

Teaching the functions and role of Organisational sciences for contemporary market entities, developing skills in solving Organisational sciences problems, as well as analysing data (from primary and secondary data).

Creating presentations for the reports and written reports on Organisational sciences problems.

Training of social competences related to collective problem solving and preparing and introducing all stages of Organisational sciences in contemporary world.

COURSE EVALUATION:

Workshops – desk research report (written and oral), classes participation and activities, case studies

Lectures - final exam will be one-choice questions and open questions. (or TBA during classes)

The grading scale is as follows:

100% - 85%	5.0 (excellent)
84,9% - 75%	4.5 (very good)
74,9% - 70%	4.0 (good)
69,9% - 60%	3.5 (very satisfactory)
50% - 59,9%	3.0 (satisfactory)
< 50%	2.0 (failure)

Course policies and class rules:

The use of smartphones, mobile phones, all devices with internet access, are not allowed during the exams. During other in-class assignments you can use them for assignment purposes only. Students are expected to take full responsibility for their academic work and academic progress. Students are expected to attend class regularly, for consistent attendance offers the most effective opportunity open to all students to gain a developing command of the concepts and materials of the course. The study programme is strict about student attendance regulations. Students who focus on the business of the class increase their likelihood of success. They can do so by listening attentively to the instructor or to other students while participating in discussions. During class, they can participate as fully as possible and volunteer to answer questions. Students should minimise all behaviours that distract others during the class. Talking to other students apart from class discussions is inappropriate. Students who arrive late should seat themselves as quietly and as near to the door as they can. Students who must leave before the class period ends should exit quietly. The course material is designed to be completed within the semester time frame.

Finally, please feel free to come and see me to ask questions or to discuss difficult material. The course material is all cumulative. If you do not understand what happens in the first week, you will not understand what happens in the last week.

Teaching Methods:

Lectures and case studies (multimedia, case study – projects on sales management topics)

Course overview:

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organizational change to adapt to dynamic business environments. Leadership and team dynamics are explored in-depth, recognizing the critical role of leaders in fostering collaboration and achieving organizational objectives. The program also addresses conflict resolution and negotiation, vital skills for maintaining positive interpersonal relationships within organizations. Organizational behaviour is a key area of study, examining factors that influence individual and group behaviour in the workplace. The program explores topics such as motivation, job satisfaction, and the psychological aspects of organizational dynamics. Innovation and change management are integral components of the curriculum, preparing students to embrace and drive innovation while effectively managing organizational change. Ethical leadership is woven throughout the program, highlighting the importance of ethical decision-making and responsible leadership in organizational settings. By integrating theoretical knowledge with practical applications, the Organisational Sciences program equips students with the skills and insights needed to thrive in a variety of organizational roles.

Main topics:

1. Organizational Structure and Design
2. Strategic Management and Planning
3. Leadership Styles and Approaches
4. Team Dynamics and Collaboration
5. Conflict Resolution and Negotiation
6. Organizational Behaviour and Culture
7. Innovation in Organizations
8. Ethical Leadership in Practice

Literature

Main texts:

1. Robbins, Stephen P., Judge, Timothy A., and Vohra, Nikhil. "Organizational Behavior". Pearson. 2017.
2. Daft, Richard L. "Organization Theory and Design". Cengage Learning. 2018.
3. Cameron, Kim S., and Quinn, Robert E. "Diagnosing and Changing Organizational Culture: Based on the Competing Values Framework". Jossey-Bass. 2016.
4. Yukl, Gary. "Leadership in Organizations". Pearson. 2016.

Additional required reading material:

1. Cummings, Thomas G., and Worley, Christopher G. "Organization Development and Change". Cengage Learning. 2018.

Rules of the exams on subject (Assessments)

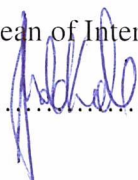
Lectures – Written exam (test and case study)

Classes – case study, discussion, attendance, activities, project, essay

Date of submitting the syllabus: 30.09.2023

Accepted by: Dean of International Affairs

Signature:



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