

SUBJECT:	Organizational Behaviour and Human Resource Management		
HOURS:	18	ECTS:	3

Name/title of the author:	Prof. Aleksy Poczowski, Prof. Alicja Miś		
Course Description:	<p>Organizational Behaviour focuses on attitudes and behaviours of people in work situation from psycho-sociological perspective. Human Resource Management is concerned with managing people at work. Its purpose is to manage people as effectively as possible for the good of company, employees and society.</p> <p>The course focuses both on explaining the theoretical foundations of OB and HRM, and on contemporary issues in that field.</p>		
Learning Outcomes (skills and knowledge):	<p>After completing this course students will be able to:</p> <ul style="list-style-type: none"> • learn the theory and methodology of OB and HRM, • identify and analyze the typical challenges connected with managing people, • build system of motivation, team management, formal and informal power for successful organizational development, • shape HR-function in organization in the meaning of processes and tools suitable to the organizational performance. 		
Course Content:	<ul style="list-style-type: none"> - Theoretical background of OB and HRM - Individual and Organization: attitudes, personality, values, learning processes - Managing teams and Leadership - Strategic role of HRM - Acquisition and retention of talents - Career development - Performance management - Diversity management 		
Methods of Instruction:	Lecture, PP-presentation, discussion, workshop, case study.		
Assessment policy (examination):	Students have to elaborate a project or a case study.		
References:	<p>Robbins S., Judge T., T.Campbell, Organizational Behavior, Pearson, Harlow 2010.</p> <p>George J., Jones G., Understanding and Managing Organizational Behavior, 6th ed., Prentice Hall, 2010.</p> <p>Human Resource Management. A critical text, ed. J.Storey, 3rd ed., Thomson Learning. London 2007.</p> <p>HRM in transition. The Polish Case, ed. A.Poczowski, Oficyna Wolters Kluwer business, Warszawa 2011.</p> <p>Ulrich D., Brockbank W., The HR Value Proposition, Harvard Business School Press, Boston Massachusetts, 2005.</p>		