

## COURSE DESCRIPTION

<b>Name of the higher education institution:</b> <i>University of Prešov</i>	
<b>Name of the faculty/university workplace:</b> <i>Faculty of Management and Business</i>	
<b>Course code:</b> KMP/ORS-ER/26	<b>Course title:</b> Organisational Behaviour
<b>Type, scope and method of educational activity:</b> Type of educational activities: lectures and seminars Scope of educational activities: 1 h lectures / 1 h seminar per week Method of educational activities: combined; max. 30% distance, via MS Teams, Moodle or other applications and platforms	
<b>Number of credits:</b> 5	
<b>Recommended semester:</b> winter	
<b>Degree of study:</b> 2.	
<b>Prerequisites:</b> -	
<b>Conditions for passing the course:</b> <i>Assessment of student's study results within study of a subject is carried out by: exam.</i> Continuous assessment of seminar activities (max. 20%). - active participation and discussion in seminars, presentation of a semester project  A student can take the exam only if he / she obtains at least 10% of the continuous assessment during the semester.  Final exam written test - max. 80% The overall evaluation will consist of the sum of points (%) for the continuous evaluation and points (%) for the final exam.  <i>Final evaluation:</i> Criteria for success (percentage expression of the results at the assessment of courses) are for the classification grades as follows: A: 100,00 – 90,00%; B: 89,99 – 80,00%; C: 79,99 – 70,00%; D: 69,99 – 60,00%; E: 59,99 – 50,00%; FX: 49,99 and less %.	
<b>Learning outcomes:</b> The graduate of the course will acquire knowledge, skills and competences.  <i>Knowledge:</i> The student has an adequate level of knowledge and skills while he can: <ul style="list-style-type: none"> <li>- define theoretical basis within the areas of the behaviour of individuals and groups in organizations,</li> <li>- interpret organizational behaviour and explain the basic concepts of organizational behaviour,</li> <li>- describe and interpret organizational systems.</li> </ul> <i>Skills:</i> The student has skills in the field of Organizational behaviour while he can: <ul style="list-style-type: none"> <li>- apply the importance of policies and practices in organizational behaviour into the practice,</li> </ul>	

- to solve the issue of motivation of individuals and groups, decision-making, conflicts in the workplace.

**Competences:**

The student can use the acquired knowledge and skills in situations of work environment while he can:

- discuss the effect of individual areas of organizational behaviour on individuals,
- discuss and bring his attitude and perspective on the issue of organizational culture and change.

**Course content:**

1. Introduction to the study of organisational behaviour
2. The individual in an organization. Personality and human behaviour
3. Social perception
4. Individual and organisational motivation
5. Group behaviour, working groups, and teams
6. Decision making
7. Communication in the organisation
8. Conflict management
9. People leadership and leadership
10. Work stress and stress management
11. Changes in organizations
12. Organizational culture
13. Gender and work

**Recommended literature:**

- ZBIHLEJOVÁ, L. 2023. *Managerial Skills in International Settings*. Prešov: Presov University Press.
- BIRKNEROVÁ, Z. 2020. *Základy organizačného správania pre manažérov*. Prešov: Bookman, s.r.o., 262 s. ISBN 978-80-8165-417-6
- BIRKNEROVÁ, Z. 2011. *Organizačné správanie: Od teórie k aplikácii v praxi*. Pezinok: Via Bibliotheca, s.r.o. 204 s. ISBN 978-80-89527-01-4
- BEDRNOVÁ, E., NOVÝ, I. 2007. *Psychologie a sociologie řízení*. Praha: Management Press. ISBN 978-80-7261-169-0
- ROBBINS, S. P. 2007. *Essentials of organizational Behavior*. Prentice Hall. ISBN 978-0-13-243152-1
- BĚLOHLÁVEK, F. 1996. *Organizační chování*. Olomouc: Rubico. ISBN 80-85839-09-1
- RUDY, J. a kol. 2001. *Organizačné správanie*. Bratislava: Faber. ISBN 80-89019-07-2
- TYSON, S., JACKSON, T. 1997. *Organizační chování*. Praha: Grada. ISBN 80-7169-296-4

**Language which is necessary to complete the course:** *English*

**Notes:**

Workload distribution:

50% of workload – teaching activities (seminars)

20% of workload – preparation of semestral project and presentation

30% of workload – preparation for the final test

Students with specific requirements or special needs will be supported and will have tailor made access to the course based on the recommendation of the faculty coordinator for students with special needs.

**Course evaluation:**

Total number of students evaluated: 0

A	B	C	D	E	FX
%	%	%	%	%	%

**Lecturers:**

doc. Mgr. Lucia Zbihlejová, PhD.

**Date of last change:** 01.04.2026**Approved by:** prof. Ing. Dr. Róbert Štefko, Ph.D.