**Course Syllabus**

1. **General Information**

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| Course name | Work and organizational culture psychology |
| Programme | Psychology |
| Level of studies (BA, BSc, MA, MSc, long-cycle MA) | MA |
| Form of studies (full-time, part-time) | Full-time |
| Discipline | Psychology |
| Language of instruction | English |

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| Course coordinator/person responsible | Mariusz Wołońciej |

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| Type of class *(use only the types mentioned below)* | Number of teaching hours | Semester | ECTS Points |
| lecture | 30 | VI | 4 |
| tutorial |  |  |
| classes |  |  |
| laboratory classes |  |  |
| workshops |  |  |
| seminar |  |  |
| introductory seminar |  |  |
| foreign language classes |  |  |
| practical placement |  |  |
| field work |  |  |
| diploma laboratory |  |  |
| translation classes |  |  |
| study visit |  |  |

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| Course pre-requisites | Basic knowledge in social psychology and B2 English language skills |

1. **Course Objectives**

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| Prepare students to manage organisational culture and identify global transformations of work culture. |
| C1 - prepare students to manage organisational culture and identify global transformations of work culture. |
| C2 - identify and differentiate cultural behaviours in cultural management and organisational behaviour (communication, negotiation, decision-making, work process management) |
| C3 - diagnose national culture and the culture of an organisation, improving corporate culture through communication in the organisation. |

1. **Course learning outcomes with reference to programme learning outcomes**

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| --- | --- | --- |
| Symbol | Description of course learning outcome | Reference to programme learning outcome |
| KNOWLEDGE | | |
| W\_W06 | The student has knowledge on socio-cultural bases of human behaviour in work and organisation situation and functioning of social groups in culturally diversified environment.  The student knows basic definitions and classical and contemporary theories of organizational culture (e.g. Hall, Gesteland, Triandis, Hofstede, Trompenaars, House, Cameron, Quinn) concerning cultural aspects of organizational behavior differences;  The student knows basic typologies and dimensions of organizational culture classification and concepts from the psychology of corporate culture;  Student knows general map of national cultures and implications for specific behaviours, styles of thinking, understanding of time and space, rules etc. in representatives of various national cultures;  The student knows about interpersonal and social communication processes in management and their patterns and interferences from the intercultural perspective |  |
| W\_02 |  |  |
| W\_… |  |  |
| SKILLS | | |
| K\_U01 | is able to use theoretical knowledge from the field of work-culture psychology and management and related disciplines to analyse and interpret organisational behaviours, is able to indicate and describe cultural conditions of communication, negotiation, decision-making and leadership and functioning of specific social groups and organisations.  He/she is able to diagnose, describe and interpret organisational culture and analyse the influence of culture on organisational behaviour;  Applies theoretical knowledge from the field of cultural psychology to explain specific cultural behaviours of representatives of a given community;  Suggests solutions to problems concerning improvement of quality of life of multicultural communities and local and global development.  Is able to advise employees of multicultural organisations or those functioning in a different cultural environment on problems related to the functioning of people in a work situation, |  |
| U\_02 |  |  |
| U\_…. |  |  |
| SOCIAL COMPETENCIES | | |
| K\_U06 | Is aware of the influence of culture on thinking, feeling and organisational behaviour, and is sensitive to actions for optimisation of the functioning of social groups and organisations in culturally diversified organisational environment.  He recognizes problems, is able to go beyond schematic, standard ways of interpreting phenomena and solving problems in relation to new trends in work culture and challenges of new and diverse cultural environment of management and human in the organization |  |
| K\_02 |  |  |
| K\_... |  |  |

1. **Course Content**

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| **Class 1.** Presentation of the lecture topics and organizational issues and credits. Presentation of the lecture topic: psychological aspects of work cultures and organisational culture as a field of psychology and management.  **Class 2.** What is the contemporary work culture? Analysis of current trends and conditions of work culture. Contemporary trends in work culture in the light of ILO statistics: work and time, work and place, work and capital, work and work style and employment structure, work and health  **Class 3..**Organizational culture and communication in multicultural business.  **Class 4**. Organisation culture: What is and where does organizational culture come from? Definition of culture and organisational culture, genesis of organisational culture. Relationship between nature and culture.  **Class 5.** Factors shaping organisational culture and its manifestations. Cultural artefacts of organisation: characters, norms, rituals, symbols, language in organisation life;  **Class 6.** National culture versus organisational culture its dimensions, levels and typologies.  **Class 7.** How many dimensions of culture: 2, 3, 4, 6 or 7 and 9?. Poject GLOBE: The world in nine dimensions. (Hall, Hofstede, Tromenaars, Gesteland, House etc)  **Class 8.** Models and images of organisational culture. Competing values model, iceberg, onion, pyramid  **Class 9.** Genesis of corporate culture. What does organizational culture depend on? About the role of the leader, the role of branding and LOGO.  **Class 10.** How many organizational cultures are there? Typologies and categorization of organizational cultures.  **Class 11.** Organisational culture in human resources management (selected aspects of organisational behaviour: negotiation, decision-making, motivation of employees in various cultural circles).  **Class 12**. Can organisational culture change? Organizational culture and its change. Application of the cultural metaphor in shaping work and organizational culture.  **Class 13.** Cultural epistemology: discussion of selected methods of examining organisational culture and principles of cross-cultural research.  **Class 14.** Future of work culture. In what direction is work culture heading.  **Class 15.** Summary |

1. **Didactic methods used and forms of assessment of learning outcomes**

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| Symbol | Didactic methods  *(choose from the list)*  *Lecture and case analysis* | Forms of assessment  *(choose from the list)*  *Exam (oral or written)*  *or written assignment*  *Exam 70%*  *Written assignment 30%* | Documentation type  *(choose from the list)*  *Exam credits protocol and the class test results* |
| KNOWLEDGE | | | |
| W\_01 |  |  |  |
| W\_02 |  |  |  |
| W\_… |  |  |  |
| SKILLS | | | |
| U\_01 |  |  |  |
| U\_02 |  |  |  |
| U\_…. |  |  |  |
| SOCIAL COMPETENCIES | | | |
| K\_01 |  |  |  |
| K\_02 |  |  |  |
| K\_... |  |  |  |

1. **Grading criteria, weighting factors.....**

Evaluation criteria:

Very good grade 91% - 100%

Good 71% - 90%

Satisfactory 51% - 70%

Unsatisfactory 50% or less

1. **Student workload**

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| --- | --- |
| Form of activity | Number of hours |
| Number of contact hours (with the teacher) | **30** |
| Number of hours of individual student work | **30** |

1. **Literature**

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| Basic literature |
| Schenider, S. C., Barsoux, J. L.. (2003). Managing across cultures. Harlow: Printice Hall M. J. Bennett. (1998), Basic concepts of intercultural communication; selected readings. Intercultural Press: Boston, London A. Furhnam. (1997). The Psychology of Behaviour at Work. The individual in the organisation. Hove East Sussex: Psychology Press S. C. Schenider, J. L. Barsoux. (2003). Managing across cultures. Harlow: Printice Hall |
| Additional literature |
| Edward Hall, The hidden dimension, Intercultural Press: Boston, London 2010 |