

**Course Syllabus****I. General Information**

Course name	Organisational Culture Management
Programme	Management
Level of studies (BA, BSc, MA, MSc, long-cycle MA)	MA
Form of studies (full-time, part-time)	Full-time
Discipline	Management and quality science
Language of instruction	English

Course coordinator/person responsible	Dr Agnieszka Marek
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Type of class ( <i>use only the types mentioned below</i> )	Number of teaching hours	Semester	ECTS Points
Lecture	15	I	3

Course pre-requisites	English on a communicative level
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**II. Course Objectives**

C1: to introduce students to the concept of Organisational Culture

C2: to introduce Competitive Values Framework as a method of diagnosing organisational culture

### III. Course learning outcomes with reference to programme learning outcomes

Symbol	Description of course learning outcome	Reference to programme learning outcome
<b>KNOWLEDGE – student knows and understands</b>		
W_01	Methodology, theory and terminology in the organisational culture management area to the extent enabling analysing and synthesising knowledge	K_W09
W_02	Modern trends in the area of managing organisational culture	K_W07
W_...		
<b>SKILLS – student is able to</b>		
U_01	Search, assess, select and interpret information related to organisational culture management in a professional manner	K_U01
U_02	Use methods and tools related to organisational culture management in order to research and propose innovative solutions in this area	K_U03
<b>SOCIAL COMPETENCIES</b>		
K_01	Formulate his own assessment based on the knowledge in the area of organisational culture and is open to being assessed	K_K02

### IV. Course Content

<ol style="list-style-type: none"> <li>1. The idea of organizational culture – definition, functions, elements</li> <li>2. Schein's model</li> <li>3 Competitive Values Framework</li> <li>4. Organisational culture diagnosis – practical use of OCAI questionnaire</li> <li>5. Business culture in different countries according to Hofstede's dimensions</li> <li>6. Presentations of research on chosen organisations</li> </ol>	
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### V. Didactic methods used and forms of assessment of learning outcomes

Symbol	Didactic methods <i>(choose from the list)</i>	Forms of assessment <i>(choose from the list)</i>	Documentation type <i>(choose from the list)</i>
<b>KNOWLEDGE</b>			
W_01	Conversational lecture	Presentation	Rubric
W_02	Working with text	Discussion	
<b>SKILLS</b>			
U_01	Small groups work	Presentation	Rubric
U_02		Discussion	
<b>SOCIAL COMPETENCIES</b>			
K_01	Conversational lecture	Presentation	Rubric

**VI. Grading criteria, weighting factors.**

Grade is based on

- 1) presentation of the culture of chosen organisation based on the research within this organisation (80%);
- 2) presence on the classes (10%);
- 3) active participation in the classes (10%).

**Student workload**

Form of activity	Number of hours
Number of contact hours (with the teacher)	<b>15</b>
Number of hours of individual student work	<b>75</b>

**VII. Literature**

<b>Basic literature</b>
Cameron K. S., Quinn R. E., Diagnosing and Changing Organizational Culture: Based on the Competing Values Framework, San Francisco 2011. Geert Hofstede, Gert Jan Hofstede and Michael Minkov, Cultures and Organizations: Software of the Mind. New York: McGraw-Hill USA, 2010. Schein E., Organizational Culture and Leadership, The Jossey-Bass Business, 2016.
<b>Additional literature</b>
Szydło J., Grześ-Bukłaho J., Relations between National and Organisational Culture—Case Study, Sustainability 2020, 12.