

Information sheet for the course Organizational Culture

University: <i>Alexander Dubček University of Trenčín</i>	
Faculty: <i>Faculty of Social and Economic Relations</i>	
Course unit code: <i>LZP47</i>	Course unit title: <i>Organizational Culture</i>
Type of course unit: <i>compulsory</i>	
Planned types, learning activities and teaching methods: <i>Lecture: 2 hours weekly/28 hours per semester of study; face to face</i> <i>Seminar:</i>	
Number of credits: <i>4</i>	
Recommended semester: <i>2nd semester 1st year</i>	
Degree of study: <i>II. (engineer, magister)</i>	
Course prerequisites: <i>none</i>	
Assesment methods: <i>Interim evaluation: at least 70% attendance at lectures, active and creative participation in teamwork related to the preparation and presentation of a term paper on corporate culture of a selected company in accordance with topics covered during lectures.</i> <i>Evaluation A – 10 points, Evaluation B – 9 points, Evaluation C – 8 points, Evaluation D - 7 points, Evaluation E – 6 points. Credits shall not be granted to a student who obtains less than 6 points from the term paper. Final assessment at the end of the semester during the examination period: Written examination. Final evaluation: Achieved average.</i>	
Learning outcomes of the course unit: <i>The student completing the course acquires an overview of the theoretical basis of corporate culture, which represents a set of values, norms, beliefs, attitudes and assumptions that shape human behavior and actions as well as the methods of conducting the work. The student should know the problems of social and managerial communication, culture, elements of culture and cultural system, corporate culture, typology, motivation, quality of working life and internal corporate standards of ethical behavior. The student should understand the problem areas of corporate culture and take a thoughtful stance on current issues of corporate culture in a global context. After successful completion of the learning process the student should be ready to pursue further university studies.</i>	
Course contents: <ol style="list-style-type: none"><i>1. Foundations of the subject organizational culture and its conceptual apparatus.</i><i>2. Social psychology as a basis for corporate culture - social communication.</i><i>3. Social psychology as a basis for corporate culture - managerial communication.</i><i>4. Culture, elements of culture, cultural system, national culture.</i><i>5. Motivation of a personality with a focus on standards and activation factors.</i><i>6. Principles, importance and basic components of corporate culture; typology.</i><i>7. Corporate culture as a set of tools, opinions and views of senior management.</i><i>8. Quality of working life - starting points, definitions and approaches to quantification.</i><i>9. Managerial ethics, ethical standards, code of ethics and ethical dilemmas.</i><i>10. Human resource management in feedback relation to the corporate culture.</i><i>11. Solving of case studies.</i><i>12. Solving of case studies.</i> <i>Free theme as chosen by students. Consultations.</i>	
Recommended of required reading: <i>Masárová, T.: Podniková kultúra a etika v riadení personálu. In: Vojtovič a kol.: Personálny manažment v organizácii. Aleš Čenek, Plzeň 2013</i>	

Masárová, T.: Význam podnikovej kultúry v riadení personálu. In: Vojtovič a kol.: Riadenie personálnych činností v organizácii. Iris, Bratislava 2008
 Armstrong, M: Řízení lidských zdrojů. Grada Publishing, Praha 2007
 Bedrnová, E. – Nový I. a kol.: Psychologie a sociologie řízení. Grada Publishing, Praha 2007
 Boroš, J.: Základy sociálnej psychológie. Iris, Bratislava 2001
 Brooks, I.: Firemní kultura – jedinci, skupiny, organizace a jejich chování. Computer Press, Brno 2003
 Nový, I. a kol.: Interkulturální management. Lidé, kultura a management. Grada Publishing, Praha 1996
 Robbins, S.P. – Coulter, M.: Management. Grada Publishing, Praha 2004
 Časopis FSEV – Sociálno-ekonomická revue
 Časopis Moderní řízení

Language: Slovak

Remarks:

The course is offered in the summer semester of the first year of full-time graduate studies and in the summer semester of the first year of external graduate studies. This course is mandatory.

Evaluation history:

A	B	C	D	E	FX
0.0	0.0	0.0	0.00	0.0	0.0

Lectures:

Ing. Tatiana Masárová, PhD.

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Supervisor: *doc. Mgr. Sergej Vojtovič, DrSc.*