

Information sheet for the course Theory of Organisation

University: <i>Alexander Dubček University of Trenčín</i>	
Faculty: <i>Faculty of Social and Economic Relations</i>	
Course unit code: <i>REV14</i>	Course unit title: <i>Theory of Organisation</i>
Type of course unit: <i>optional</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>2</i>	
Recommended semester: <i>4th semester 2nd year</i>	
Degree of study: <i>I. (bachelor)</i>	
Course prerequisites: <i>REP5 Management</i>	
Assesment methods: <i>Attendance at lectures and development of an annual school project. At the end of the semester during the examination period: Oral examination. Final course grade: achieved average.</i>	
Learning outcomes of the course unit: <i>A student completing the course gains basic theoretical knowledge of the natural laws of human behavior in organizations and the factors that substantially affect behavior. The student will know issues in the key areas of the arrangement of human activities on the basis of relevant organizational elements - the objective, tasks, functions, rules and norms, relationships, organizational units and their hierarchical structure. The student will understand the issue of creating favorable conditions in the organization for improved quality of communication networks, decision-making processes and efficient use of tools of power in influencing people aimed at the effective implementation of changes in the organization. After the successful completion of the learning process the student is able to perform the analysis and assessments in the field of theory of organization.</i>	
Course contents: <i>1. Introduction to lectures, the course content, recommended literature, requirements for passing the course, terms for the test.</i> <i>2. The basic principles of behavior of people in organizations.</i> <i>3. Personality, motivation and organizational factors of behavior</i> <i>4. Working groups and teams in organizations.</i> <i>5. Leadership, conformism and nonconformism in the organization.</i> <i>6. Power, power structures and their implications in organizations.</i> <i>7. Definition of the fundamental internal communication channels.</i> <i>8. Informal communication and relationship to formal communication.</i> <i>9. Influence, persuasion and change of attitudes in the organization.</i> <i>10. Individual and group decision making.</i> <i>11. Changes in the organization and their social and economic contexts.</i> <i>12. Strategy of implementing changes in the organization.</i> <i>13. Innovation and creativity in organizational behavior.</i>	
Recommended of required reading: <i>Vojtovič, S. a kol.: Personálny manažment v organizácii. Vydavateľství a nakladateľství Aleš Čeněk, Plzeň 2013</i> <i>Vojtovič, S. a kol.: Riadenie personálnych činností v organizácii. IRIS, Bratislava 2008</i> <i>Bělohávek, F. Organizační chování. Rubico, Olomouc 1996</i>	

Donnešly, J.H.- Gibson, J.L.- Ivancevich, J.M.: Management. Grada Publishing, Praha 2002
Hloušková, I. Vnitrofiremní komunikace. Grada Publishing, Praha 1997
Kotter, J.P. Vedení procesu změny. Management Press, Praha 2000
Pitra, Z. Příprava a provádění organizačních změn. Grada Publishing, Praha 1998
Tyson, S., Jackson, T. Organizační chování. Grada Publishing, Praha 1997

Language: *Slovak*

Remarks:

The course is offered in the summer semester of the second year of full-time as well as external undergraduate studies. This course is elective.

Evaluation history:

A	B	C	D	E	FX

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

Last modification: *31.01.2014*

Supervisor: *doc. Ing. Jozef Habánik, PhD.*