

## Syllabus Course Program



# Workshop on the study of organizational behavior

### Specialty

054 – Sociology

### Institute

Institute of Socio-Humanitarian Technologies

### Educational program

Sociological support of economic activity

### Department

Sociology and Public Administration (305)

### Level of education

Second (master's)

### Course type

Special (professional), Elective

### Semester

2

### Language of instruction

English, Ukrainian

## Lecturers and course developers



### Kruhlov Vitalii Viktorovich

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Doctor of Science in Public Administration, Associate Professor, Professor of the Department of Sociology and Public Administration

Academic and teaching experience - over 10 years. Experience in public administration - 20 years. Author of over 200 scientific and educational publications.

[More about the lecturer on the department's website](https://web.kpi.kharkov.ua/sp/profesors-ko-vikladats-kij-sklad/)

<https://web.kpi.kharkov.ua/sp/profesors-ko-vikladats-kij-sklad/>

## General information

### Summary

The course should develop in students a knowledge system of the main directions of sociological research on personnel behaviour within organizations at the level of individual, group, and organizational behaviour as a whole.

### Course objectives and goals

The formulation of skills includes the ability to create a research program, select methods, and develop tools for diagnosing organizational processes, states, and phenomena. Upon completion of the course "Workshop on Organizational Behaviour Research," students should possess these skills

#### Know:

The basic elements of the internal structure of an organization, the directions of their interaction, and the relationship between employees' behaviour in fulfilling the organization's tasks.

The main directions and levels of research on people's behaviour within an organization.

The fundamental qualitative and quantitative methods used in the study of organizational behaviour.

#### Be able to:

Identify thoughts, attitudes, and actions of people in the organization to predict organizational events.

Identify problems arising in the organization during the interaction of its employees and under the influence of the external environment, and develop a program for their study.  
Use methods of collecting sociological information to study behaviour in the organization at the individual, group, and leadership levels.

### **Format of classes**

Lectures, practical classes, consultations. Final control in the form of a credit.

### **Competencies**

GC06. Ability to make well-substantiated decisions.

SC01. Ability to analyze social phenomena and processes.

SC03. Ability to design and fulfill sociologic research, to develop and substantiate their methodology.

### **Learning outcomes**

PR01. To analyze social phenomena and processes using empirical data and present-day concepts and theories in sociology.

PR02. To perform diagnostics and interpretation of social problems of Ukrainian society and the global community, of the causes for their arising and their consequences.

### **Student workload**

The total volume of the course is 120 hours. (4 ECTS credits): lectures – 32 hours, practical classes – 16 hours, self-study – 72 hours

### **Course prerequisites**

To successfully complete the course, it is necessary to have knowledge in the areas of "Sociological Support of Economic Activities" and "Methodology and Methods of Personnel Management."

### **Features of the course, teaching and learning methods, and technologies**

During the lectures for this course, teaching methods include explanatory-illustrative, problem-based, and partially-search methods. In seminars, a partially-search, or heuristic method is employed during individual tasks, along with a research approach.

## **Program of the course**

### **Topics of the lectures**

#### **Topic 1. "Workshop on Organizational Behaviour Research" as an Educational Component in Sociologist Training**

Components, subject, and object of organizational behaviour. Purpose and objectives of studying the educational component "Workshop on Organizational Behaviour Research." Theories of organizational behaviour. Structure and main types of organizations. Models of organizational behaviour. Personality in the organization. Groups in organizations. Key directions in organizational behaviour research and methods of collecting sociological information

#### **Topic 2. Recruitment in the Organization**

Concept and characteristics of the organization's personnel. Recruitment and selection of personnel. Surveys and document analysis as methods for obtaining information for effective personnel selection.

#### **Topic 3. Personnel Adaptation**

Concept, stages, types, and factors of personnel adaptation in an organization. Research on problems arising during personnel adaptation in the organization.

#### **Topic 4. Employee Job Satisfaction in the Organization**

Working conditions in the organization: concepts and aspects of research. Factors of job satisfaction. Research on employees' attitudes towards their compensation. Methods of researching employee job satisfaction in the organization.

### Topic 5. Staff Turnover

Staff turnover: concepts, types, and factors. Prevention of pathological staff turnover in the organization.

### Topic 6. Personnel Evaluation in the Organization. Professional Burnout

The concept of "personnel evaluation". Criteria for personnel evaluation. Functions and subjects of personnel evaluation. Methods of personnel evaluation in the organization. Concept and signs of professional burnout. Diagnosis of professional burnout and ways of its prevention.

### Topic 7. Personnel Requirements for Professional Training and Career Advancement

Professional training in the organization: forms and directions. The concept and types of careers in the organization. Methods for evaluating personnel requirements for professional training and career advancement.

### Topic 8. Socio-Psychological Climate in the Team

The socio-psychological climate in the team, its types, and its impact on the organization's activities. Subjective and objective signs of a favorable socio-psychological climate. Factors in the formation of the socio-psychological climate. Methods for diagnosing the socio-psychological climate.

### Topic 9. Research of Discriminatory Practices in the Organization

Discriminatory practices in the organization: concepts, types, and research methods. Ageism in the organization. Gender discrimination and gender privileges. Xenophobic prejudices among personnel.

### Topic 10. Group Interactions and Conflicts in the Organization

Concept and characteristics of group behavior. Classification of groups in the organization. Conflicts in the organization: concepts, types, and factors. Using the sociometry method to describe intra-group interactions.

### Topic 11. Employee Attitudes Towards Discipline and Organizational Changes

Labor discipline and its components. Types of employee attitudes towards discipline and factors influencing discipline. The essence and typology of social changes in the organization. Main directions of changes in the organization. Types of organizational changes. Main reasons for employee resistance to innovations.

### Topic 12. The Manager in the Organization. Evaluation of Management Styles and Methods

Management styles and methods in the organization. Indicators for determining management style. Parameters for evaluating the manager's work in the organization.

### Topic 13. Corporate Culture

The concept and components of organizational culture. The content of organizational culture: activity-role cultural complex, managerial cultural complex, cultural complex of interaction with the external environment, behavioral cultural complex. Types of corporate culture and its impact on the organization. Surveys as a method of researching organizational culture.

### Topic 14. Employee Loyalty to the Organization

Concepts, types, and factors of employee loyalty to the organization. Diagnosis of employee loyalty.

## Topics of the workshops

### Topic 1. Social organization and the behaviour of its members as the object of a sociologist's research.

Components, subject, and object, purpose, and tasks of organizational behaviour. The influence of the organization's structure on the behaviour of its members. Models of organizational behaviour. Personality in the organization. Groups in organizations. Key directions in organizational behaviour research and methods of collecting sociological information.

### Topic 2. Staff Recruitment in the Organization and Its Adaptation.

Staff recruitment: concepts, technologies. Staff selection in the organization: concepts, components (resume analysis, conducting interviews). Specific sociological research program on the topic: organization's staffing needs. Specific sociological research program on the topic: employee adaptation in the enterprise. Specific sociological research program on the topic: assessing the effectiveness of mentoring in the organization. Testing methods that aid in personnel selection. Features of recruitment, selection, and adaptation of personnel during wartime. New statuses of individuals during wartime.

### Topic 3. Employee Job Satisfaction in the Organization and Employee Turnover.

Develop a Specific sociological research program on the topic: Employee satisfaction with working conditions. Develop a Specific sociological research program on the topic: Employee job satisfaction in the organization. Develop a Specific sociological research program on the topic: Employee motivation and work incentives. Develop a Specific sociological research program on the topic: Factors of employee turnover in the organization. Develop a Specific sociological research program on the topic: Potential employee turnover. Identifying the social portrait and typical reasons for voluntary resignation of an employee from the organization (document analysis method).

#### **Topic 4. Employee Evaluation in the Organization and Their Requirements for Professional Training and Career Development.**

Evaluation of an employee's soft skills. Methods for assessing employee competence and its components (surveys, document analysis, testing methods). Research on employee professional burnout - testing methods. Training and Development Program on the topic: Organizational personnel needs for professional training. Training and Development Program on the topic: Requirements of different employee groups for career advancement.

#### **Topic 5. Social-Psychological Climate in the Team and Investigation of Discriminatory Practices in the Organization.**

Training and Development Program on the topic: Social-psychological climate in the team. Training and Development Program on the topic: Age/gender/ethnic discrimination in the organization.

#### **Topic 6. Conflicts in the Organization and Employee Attitudes toward Discipline and Organizational Changes.**

Specific sociological research program on the topic: Employee attitudes toward labor discipline (survey and document analysis methods). Specific sociological research program on the topic: Evaluation of innovations in the organization from the perspective of its representatives. Specific sociological research program on the topic: Gender and age discrimination in the team. Specific sociological research program on the topic: Conflicts in the organization (observation and survey methods). Describing the structure of formal and informal group relationships using sociometric methodology.

#### **Topic 7. Manager in the Organization. Evaluation of Management Style and Methods."**

Specific sociological research program on the topic: Characteristics of the manager from the perspective of subordinates. Sociometric research and recommendations for selecting one of the team members for the role of manager.

#### **Topic 8. Characteristics of Corporate Culture and Employee Loyalty to the Organization.**

Specific sociological research program on the topic: Corporate culture. Training and Development Program on the topic: Employee engagement and loyalty to the organization.

### **Topics of the laboratory classes**

Laboratory work is not envisaged within the framework of the discipline.

### **Self-study**

The course includes the completion of individual assignments and their presentation as topics specified in the tasks for independent work. These presentations will be discussed during practical sessions and consultations throughout the course.

## **Course materials and recommended reading**

### **Compulsory materials**

1. Барков С.А. Соціологія організацій 2015 р. / С.А.Барков [Електронний ресурс] URL: [https://stud.com.ua/36031/sotsiologiya/sotsiologiya\\_organizatsiy](https://stud.com.ua/36031/sotsiologiya/sotsiologiya_organizatsiy)
2. Білорус Т.В. Практикум з менеджменту: навчальний посібник. – К.: Київський національний університет імені Тараса Шевченка, 2020. – 185 с. URL: <http>

s://www.researchgate.net/publication/349713692\_PRAKTIKUM\_Z\_MENEDZMENTU\_Navcalnij\_po\_sibnik\_KIIV\_2020

3. Особистість в соціальних організаціях: Навчально-методичний посібник для студентів спеціальності 054 «Соціологія» / К.А. Агаларова, Т.М. Байдак, М.В. Бірюкова, В.О. Болотова, Н.О. Ляшенко, І.П. Рущенко – Харків : НТУ «ХПІ», 2020. – 170 с. URL: <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://repository.kpi.kharkov.ua/server/api/core/bitstreams/7529f7da-1521-41c7-8f30-fcfa135b6/content>
4. Менеджмент персоналу: Навч. посіб. / За заг. ред. д. е. н., проф. В. Я. Брича. – Тернопіль: ТНЕУ, 2012. – 520 с. URL: <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/http://dspace.wunu.edu.ua/bitstream/316497/33670/1/%D0%9C%D0%B5%D0%BD%D0%B5%D0%B4%D0%B6%D0%BC%D0%B5%D0%BD%D1%82%20%D0%BF%D0%B5%D1%80%D1%81%D0%BE%D0%BD%D0%B0%D0%BB%D1%83%202012.pdf>
5. Богдан О. Що варто знати про соціологів та соціальні дослідження? Посібник-довідник для громадських активістів та всіх зацікавлених. К.: Дух і літера, 2015. 380 с. URL: <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://ekmair.ukma.edu.ua/server/api/core/bitstreams/70dffe1e-1c05-4f43-baa7-af278e96c721/content>
6. Новак, В. О. Організаційна поведінка : Підручник / В. О. Новак, Т. Л. Мостенська, О. В. Льєнко. - К.: Кондор-Видавництво, 2013. - 498 с. URL: [https://pidru4niki.com/1584072058972/menedzhment/organizatsiyna\\_povedinka](https://pidru4niki.com/1584072058972/menedzhment/organizatsiyna_povedinka)
7. Паніна Н. В. Технологія соціологічного дослідження. Київ: Наукова думка, 2006. 232 с.
8. Соціологія організацій: навчальний посібник / І.М. Гавриленко, В.І. Кузьменко., О.Л. Скіндін, Запоріжжя, ГУ «ЗІДМУ», 2007 р., 407 с.
9. Управління персоналом : підручник / О. М. Шубалий, Н. Т. Рудь, А. І. Гордійчук, І. В. Шубала, М. І. Дзямучич, О. В. Потьомкіна, О. В. Серєда; за заг. ред. О. М. Шубалого. – Луцьк : ІВВ Луцького НТУ, 2018. – 404 с. URL: <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://lib.lntu.edu.ua/sites/default/files/2021-03/%D0%A3%D0%BF%D1%80%D0%B0%D0%B2%D0%BB%D1%96%D0%BD%D0%BD%D1%8F%20%D0%BF%D0%B5%D1%80%D1%81%D0%BE%D0%BD%D0%B0%D0%BB%D0%BE%D0%BC%20%D0%BF%D1%96%D0%B4%D1%80%D1%83%D1%87%D0%BD%D0%B8%D0%BA%202018.pdf>
10. Соціологія: організація емпіричного дослідження. Навч. посібн. / уклад. Балановський Я. М. – Умань: Візаві, 2019. – 471 с. URL: <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://dspace.udpu.edu.ua/bitstream/123456789/10780/1/%D0%94%D1%80%D1%83%D0%BA%20%282%29.pdf>
11. Як провести соціологічне дослідження: методичні рекомендації / Упоряд. та заг. ред. О.М. Балакіревої та О.О. Яременка. – К.: Державний ін.-т проблем сім'ї та молоді, 2004. – 264 с.

### Additional materials

12. Вербець В.В. Методика організації та проведення соціологічного дослідження: Навчально-методичний посібник. – Березно. - 2008. – 231 с. URL: <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://eprints.oa.edu.ua/369/1/verbec.pdf>
13. Мазурик О. В., Єрескова Т. В., Никифорова Н. О. Методологія та методи соціологічних досліджень: практикум. Донецьк: Східний видавничий дім, 2011. 232 с.
14. Харчишина О. В. Формування організаційної культури в системі менеджменту підприємств харчової промисловості: Монографія. – Житомир: Вид-во Житомирського державного університету ім. І Франка, 2011. – 289 с.
15. Баннікова К. Потенціал організаційної культури в управлінні людськими ресурсами міжнародних компаній : монографія / К. Баннікова, К. Михайльова ; Нар. укр. акад. – Харків : Вид-во НУА, 2019. 232 с.
16. Злобін К. Вплив війни в Україні на лояльність персоналу підприємств до роботодавців / К. Злобін// Вчені записки Університету "КРОК". - 2024. - № 2(74). - С. 217–227. URL: <https://dspace.krok.edu.ua/handle/krok/2134>

17. Organization and Organizational Behaviour // URL:  
[http://www.tmv.edu.in/pdf/Distance\\_education/BCA%20Books/BCA%20VI%20SEM/BCA-629%20OB.pdf](http://www.tmv.edu.in/pdf/Distance_education/BCA%20Books/BCA%20VI%20SEM/BCA-629%20OB.pdf)

18. Organizations: behavior, structure, processes. Fourteenth Edition / James L. Gibson University of Kentucky John M. Ivancevich University of Houston James H. Donnelly, Jr. University of Kentucky Robert Konopaske Texas State University // URL:  
[http://dl.motamem.org/organizations\\_behavior\\_structure.pdf](http://dl.motamem.org/organizations_behavior_structure.pdf)

## Assessment and grading

### Criteria for assessment of student performance, and the final score structure

100% of the final grade consists of the following assessment results:  
in the form of a test (20%), independent work on topics (40%) and individual tasks on topics (40%)

### Grading scale

Total points	National	ECTS
90–100	Excellent	A
82–89	Good	B
75–81	Good	C
64–74	Satisfactory	D
60–63	Satisfactory	E
35–59	Unsatisfactory (requires additional learning)	FX
1–34	Unsatisfactory (requires repetition of the course)	F

## Norms of academic integrity and course policy

The student must adhere to the Code of Ethics of Academic Relations and Integrity of NTU "KhPI": to demonstrate discipline, good manners, kindness, honesty, and responsibility. Conflict situations should be openly discussed in academic groups with a lecturer, and if it is impossible to resolve the conflict, they should be brought to the attention of the Institute's management.

Regulatory and legal documents related to the implementation of the principles of academic integrity at NTU "KhPI" are available on the website: <http://blogs.kpi.kharkov.ua/v2/nv/akademichna-dobrochesnist/>

## Approval

Approved by

Date, signature

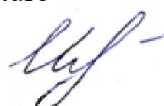
28.06.24



Head of the department  
Volodymyr MOROZ

Date, signature

27.08.2024



Guarantor of the educational program  
Nadiia SHANIDZE

