



Subject card

Subject name and code	POSITIVE ORGANIZATION MANAGEMENT, PG_00053113						
Field of study	Management, Management						
Date of commencement of studies	October 2023	Academic year of realisation of subject			2023/2024		
Education level	second-cycle studies	Subject group			Optional subject group Subject group related to scientific research in the field of study		
Mode of study	Part-time studies	Mode of delivery			blended-learning		
Year of study	1	Language of instruction			Polish The language of the classes is Polish. However, some materials may be presented in English (B2).		
Semester of study	2	ECTS credits			3.0		
Learning profile	general academic profile	Assessment form			assessment		
Conducting unit	Department of Management -> Faculty of Management and Economics						
Name and surname of lecturer (lecturers)	Subject supervisor	dr hab. inż. Wioleta Kucharska					
	Teachers	dr hab. inż. Wioleta Kucharska					
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	8.0	0.0	16.0	0.0	0.0	24
	E-learning hours included: 18.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan	Participation in consultation hours		Self-study		SUM
	Number of study hours	24	6.0		45.0		75
Subject objectives	Based on existing scientific research and practical examples, this course aims to inspire and develop the attitude of a "positive manager" by providing a theoretical framework and practical tools for positive and efficient management.						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K7_U13] analyses and evaluates social phenomena taking place in organizations and can create task-oriented teams based on the principles of group work	The student can adapt the management style and methods to the organization's social context to achieve the expected effect without negative/oppressive pressure.			[SU1] Assessment of task fulfilment [SU4] Assessment of ability to use methods and tools		
	[K7_W06] has an in-depth knowledge of the different types of social relationships and patterns within the organisation, its stakeholders and its environment	The student can adapt the management style and methods to the organization's social context to achieve the expected effect without negative/oppressive pressure.			[SW3] Assessment of knowledge contained in written work and projects		
	[K7_K71] is able to explain the need to apply knowledge from humanistic, social, economic or legal sciences in order to function in a social environment	The student can apply theoretical knowledge in practice by analyzing practical cases using the "case study" method.			[SK5] Assessment of ability to solve problems that arise in practice [SK1] Assessment of group work skills		
	[K7_U71] is able to apply knowledge from humanistic, social, economic or legal sciences in order to solve problems	The student can build the enterprise's value based on shared value.			[SU1] Assessment of task fulfilment [SU3] Assessment of ability to use knowledge gained from the subject		
	[K7_W02] has an in-depth knowledge of classical and modern management concepts and their application in the management of modern organizations of various types	The student can adapt the management style and methods to the organization's social context to achieve the expected effect without negative/oppressive pressure.			[SW1] Assessment of factual knowledge		

Subject contents	<p>LECTURE1. Positive management and organizational sciences - about interdisciplinarity in management.2. A sustainable business model focused on shared value.3. Dynamic capabilities of the organization, agility, and adaptation to changes.4. Strategy, culture, and structure (formulation, implementation, and re-formulation).5. Risk, critical thinking, multi-level organizational learning, crises, successes - positive development of the organization based on shared experiences.6. Intellectual capital of the organization: acquiring, maintaining (counteracting organizational pathologies), and sustainable development in the process of managing continuous change.7. Organizational leadership in a crisis of trust. Why do leaders fail? 8. Artificial intelligence, positive management of paradoxes, and constant conditions of "uncertainty" in the positive management approach.PRACTICE:We apply theoretical knowledge in practice by analyzing practical cases using the "case study."</p>		
Prerequisites and co-requisites	Basics of management, Organizational management		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Knowledge test: the student applies theoretical knowledge while working with a "case study".	60.0%	50.0%
	Exercises: The student demonstrates critical thinking competence during practical solving of "case study" applications.	60.0%	50.0%
Recommended reading	Basic literature	Kim S. Cameron, Jane E. Dutton i Robert E. Quinn (2003). <i>Positive Organizational Scholarship - Foundations of a New Discipline</i>	
	Supplementary literature	Fromm, E., Anderson L.A. (2017). <i>The sane society</i> . Routledge	
	eResources addresses	<p>Podstawowe https://tiny.pl/dx5xs - Kim S. Cameron, Jane E. Dutton i Robert E. Quinn (2003). <i>Positive Organizational Scholarship - Foundations of a New Discipline</i> Uzupełniająca Adresy na platformie eNauczanie: Pozytywne zarządzanie organizacją 2024 - Moodle ID: 37817 https://enauczanie.pg.edu.pl/moodle/course/view.php?id=37817</p>	
Example issues/ example questions/ tasks being completed	Based on a given case study, diagnose the source of the problem, present a solution, and formulate good managerial practices that will prevent similar difficulties.		
Work placement	Not applicable		