# GDAŃSK UNIVERSITY OF TECHNOLOGY

## Subject card

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| **Subject name and code** | POSITIVE ORGANIZATION MANAGEMENT, PG_00053113 |
| **Field of study** | Management, Management |

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| **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<br>Subject group related to scientific research in the field of study |
| **Mode of study** | Part-time studies (on-line) | **Mode of delivery** | blended-learning |
| **Year of study** | 1 | **Language of instruction** | Polish<br>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 |

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| **Conducting unit** | Department of Management -> Faculty of Management and Economics |

| **Name and surname of lecturer (lecturers)** | Subject supervisor | dr hab. inż. Wioleta Kucharska |
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| | 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 |
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| | Number of study hours | 24 | 6.0 | 45.0 | 75 |

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| **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 |
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| | [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 |
| | [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<br>[SU3] Assessment of ability to use knowledge gained from the subject |
| | [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<br>[SK1] Assessment of group work skills |
| | [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_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<br>[SU4] Assessment of ability to use methods and tools |

| Subject contents | | | |
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| | 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." | | |
| Prerequisites and co-requisites | Basics of management, Organizational management | | |

| Assessment methods and criteria | Subject passing criteria | Passing threshold | Percentage of the final grade |
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| | Exercises: The student demonstrates critical thinking competence during practical solving of "case study" applications. | 60.0% | 50.0% |
| | Knowledge test: the student applies theoretical knowledge while working with a "case study". | 60.0% | 50.0% |

| Recommended reading | Basic literature | Kim S. Cameron, Jane E. Dutton i Robert E. Quinn  (2003). *Positive Organizational Scholarship - Foundations of a New Discipline* |
|---|---|---|
| | Supplementary literature | Fromm, E., Anderson L.A. (2017). The sane society. Routledge |
| | eResources addresses | Adresy na platformie eNauczanie: Pozytywne zarządzanie organizacją 2024 - Moodle ID: 37817 https://enauczanie.pg.edu.pl/moodle/course/view.php?id=37817 |

| Example issues/ example questions/ tasks being completed | |
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| | 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 |
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