



## Subject card

Subject name and code	A MAN IN AN ORGANIZATION, PG_00060936						
Field of study	Management						
Date of commencement of studies	October 2023	Academic year of realisation of subject			2023/2024		
Education level	second-cycle studies	Subject group			Obligatory subject group in the field of study Subject group related to scientific research in the field of study		
Mode of study	Full-time studies	Mode of delivery			at the university		
Year of study	1	Language of instruction			Polish		
Semester of study	1	ECTS credits			5.0		
Learning profile	general academic profile	Assessment form			assessment		
Conducting unit	Department of Entrepreneurship and Business Law -> Faculty of Management and Economics						
Name and surname of lecturer (lecturers)	Subject supervisor	dr Michał Tomczak					
	Teachers	dr Michał Tomczak dr hab. Łukasz Sienkiewicz					
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	60.0	0.0	0.0	0.0	60
	E-learning hours included: 0.0						
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	60		4.0		61.0	125
Subject objectives	Analyzes and evaluates the functioning of people in the organization, taking into account various factors, developing activities that maximize the effects of their work						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K7_K03] makes competent and ethical decisions, taking care of the public interest and maintaining economic, social and environmental values	defines directions of activities for managers in accordance with organizational, economic and social criteria, taking care of the ethical dimension of decisions			[SK5] Assessment of ability to solve problems that arise in practice		
	[K7_U04] prepares and presents convincing, professional presentations of the results of its activities, with their in-depth interpretation	interprets in-depth social relations and behavior of people in the organization in the context of applied management methods			[SU3] Assessment of ability to use knowledge gained from the subject		

Subject contents	<p><b>Human Resources Management</b></p> <p>Conditions of processes in the area of human resources          Digital technologies in the area of HR          Neurodiversity in the work environment          Shaping the structure and state of employment          Job analysis and job description          Job evaluation          Recruitment of employees          Employee selection          Onboarding in the organization          Employee appraisal and job evaluation          Remuneration and motivation systems          Staff training          Employee development and career management          Well-being at work          Prospects for the evolution of human resource management</p> <p><b>Organizational behavior</b></p> <p>Introduction to the issue of organizational behavior.          Study of employee attitudes and behavior.          Selection and introduction to the organization.          Formation of groups and teams          Leadership and power in the organization.          Decision making in the organization.          Motivating and shaping attitudes.          Influencing and manipulating.          Managing change in an organization.          Conflicts and their impact on behavior          Interpersonal communication.          Negotiation in the organization          Formation of employee relations.          Organizational culture and behavior.          Ethical aspects of organizational behavior.</p>																	
Prerequisites and co-requisites																		
Assessment methods and criteria	<table border="1"> <thead> <tr> <th data-bbox="456 1144 794 1167">Subject passing criteria</th> <th data-bbox="799 1144 1137 1167">Passing threshold</th> <th data-bbox="1142 1144 1485 1167">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="456 1173 794 1196">Colloquium</td> <td data-bbox="799 1173 1137 1196">50.0%</td> <td data-bbox="1142 1173 1485 1196">30.0%</td> </tr> <tr> <td data-bbox="456 1202 794 1225">Semester project</td> <td data-bbox="799 1202 1137 1225">50.0%</td> <td data-bbox="1142 1202 1485 1225">30.0%</td> </tr> <tr> <td data-bbox="456 1232 794 1254">Activity in the class</td> <td data-bbox="799 1232 1137 1254">50.0%</td> <td data-bbox="1142 1232 1485 1254">10.0%</td> </tr> <tr> <td data-bbox="456 1261 794 1283">Attendance</td> <td data-bbox="799 1261 1137 1283">90.0%</td> <td data-bbox="1142 1261 1485 1283">30.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	Colloquium	50.0%	30.0%	Semester project	50.0%	30.0%	Activity in the class	50.0%	10.0%	Attendance	90.0%	30.0%
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<p>Example issues/ example questions/ tasks being completed</p>	<p>Development of a set of tools in the field of personnel policy for the selected position  Development of a set of tools in the field of personnel policy for the selected organization  Creating a job description card  Evaluation of job positions in the organization  Development of a model recruitment advertisement  Developing a script for a selection interview  Designing assumptions for the adaptation process in the organization  Developing a career path  Analysis of the causes and a proposal of actions to solve the problem related to organizational behavior in the selected organization</p>
<p>Work placement</p>	<p>Not applicable</p>