



## 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 -> Faculty of Management and Economics						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Michał Tomczak				
	Teachers		dr hab. 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	<b>Human Resources Management</b>  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  <b>Organizational behavior</b>  Introduction to the issue of organizational behavior. Study of employee attitudes and behavior. Selection and introduction to the organization. Formation of groups and teamsLeadership 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 behaviorInterpersonal communication. Negotiation in the organizationFormation of employee relations. Organizational culture and behavior. Ethical aspects of organizational behavior.		
Prerequisites and co-requisites			
Assessment methods and criteria	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%
Recommended reading	Basic literature	Tomczak M., Krawczyk-Bryłka B., Zarządzanie Zasobami Ludzkimi, Warszawa 2017 Armstrong M., Zarządzanie zasobami ludzkimi, Warszawa 2011 Pocztowski A., Zarządzanie zasobami ludzkimi, Warszawa 2016 Król H., Ludwiczyski A. (red.), Zarządzanie zasobami ludzkimi., Warszawa 2017 Listwan T., Sułkowski Ł. (red.), Metody i techniki zarządzania zasobami ludzkimi, Warszawa 2016 Robbins S.P., Zachowania w organizacji, Warszawa 2004 Kozusznik B., Wpływ społeczny w organizacji, Warszawa 2005 Kozusznik B., Zachowania człowieka w organizacji, Warszawa 2002	
	Supplementary literature	Sajkiewicz A. (red.), Zasoby ludzkie w firmie, Warszawa, 2004 Juchnowicz M. (red.), Narzędzie i praktyka ZZL, Warszawa 2010 Dale M., Skuteczna rekrutacja i selekcja pracowników, Warszawa 2012 Woźniak J., Rekrutacja teoria i praktyka, Warszawa 2013 Marcinak J., Standaryzacja procesów zarządzania personelem, Kraków 2006 Sikorski Cz., Zachowania ludzi w organizacji, Warszawa 1999 Kostera M., Antropologia Organizacji, Warszawa 2005	
	eResources addresses	Adresy na platformie eNauczanie: Człowiek w Organizacji - Zarządzanie 4 sem. 2023/2024 - Moodle ID: 30791 <a href="https://enauczanie.pg.edu.pl/moodle/course/view.php?id=30791">https://enauczanie.pg.edu.pl/moodle/course/view.php?id=30791</a>	

Example issues/ example questions/ tasks being completed	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
Work placement	Not applicable

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