



Subject card

Subject name and code	A MAN IN AN ORGANIZATION, PG_00060986						
Field of study	Management						
Date of commencement of studies	February 2024	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	Part-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 hab. Łukasz Sienkiewicz					
	Teachers	dr hab. Łukasz Sienkiewicz					
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	32.0	0.0	0.0	0.0	32
	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	32	4.0		89.0	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_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		
	[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		

Subject contents	<p>HR management Conditions of processes in the area of human resources Personnel function and personnel strategy Digital technologies in the area of HR 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 Happiness and stress in the work environment Prospects for the evolution of human resource management</p> <p>Organizational behavior Introduction to the problem of organizational behavior Methods and techniques of researching organizational behavior Selection of new people and introduction to the organization Shaping groups and teams Employee diagnosis The social system of the organization Communication in the organization Leadership and power in the organization Decision making in the organization Motivation and reward Influence and manipulation Negotiations in the organization Change and improvement in the organization The cultural dimension of behavior in the organization Contemporary trends in organizational behavior</p>																	
Prerequisites and co-requisites																		
Assessment methods and criteria	<table border="1"> <thead> <tr> <th data-bbox="459 913 794 943">Subject passing criteria</th> <th data-bbox="802 913 1137 943">Passing threshold</th> <th data-bbox="1145 913 1481 943">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="459 954 794 983">Attendance</td> <td data-bbox="802 954 1137 983">90.0%</td> <td data-bbox="1145 954 1481 983">20.0%</td> </tr> <tr> <td data-bbox="459 994 794 1023">Presentation</td> <td data-bbox="802 994 1137 1023">50.0%</td> <td data-bbox="1145 994 1481 1023">30.0%</td> </tr> <tr> <td data-bbox="459 1034 794 1064">Active participation</td> <td data-bbox="802 1034 1137 1064">50.0%</td> <td data-bbox="1145 1034 1481 1064">20.0%</td> </tr> <tr> <td data-bbox="459 1075 794 1104">Project</td> <td data-bbox="802 1075 1137 1104">50.0%</td> <td data-bbox="1145 1075 1481 1104">30.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	Attendance	90.0%	20.0%	Presentation	50.0%	30.0%	Active participation	50.0%	20.0%	Project	50.0%	30.0%
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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																	