



Subject card

Subject name and code	CRITICAL MANAGEMENT STUDIES, PG_00061188						
Field of study	Management						
Date of commencement of studies	October 2023	Academic year of realisation of subject			2024/2025		
Education level	first-cycle studies	Subject group			Optional subject group		
Mode of study	Full-time studies	Mode of delivery			at the university		
Year of study	2	Language of instruction			English		
Semester of study	4	ECTS credits			3.0		
Learning profile	general academic profile	Assessment form			assessment		
Conducting unit	Department of Philosophy and Science Methodology -> Faculty of Management and Economics						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Andrzej Karalus				
	Teachers		dr Andrzej Karalus				
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	30.0	0.0	0.0	0.0	30
	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	30		5.0		40.0	75
Subject objectives	Combines economic phenomena and processes with the socio-cultural sphere, showing how the historical, social and political context determines the activity of commercial enterprises						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K6_U01] explains how to analyze and evaluate management processes in the context of their improvement potential	analyzes the future development paths of the organization, taking into account the social and cultural context, assessing the impact of these factors on the national economy			[SU3] Assessment of ability to use knowledge gained from the subject		
	[K6_U02] prepares and delivers persuasive verbal and written presentations	presents in a convincing way the results of the assessments carried out, giving their advanced interpretation			[SU5] Assessment of ability to present the results of task		
Subject contents	<p>Introduction to Critical Management Studies (CMS). Overview of the rules of passing</p> <p>History of management as a subject of research: from servility through Taylorism of "management as science"</p> <p>The construction of reality in the organization. Hermeneutics in the science of organization</p> <p>Power and organization: The Frankfurt School, Lukes, Foucault and Deleuze</p> <p>Rationality, institutional design, conflict: Marx, Weber, Dahrendorf, Habermas</p> <p>Creating subjectivity. Management and emotions</p> <p>Management theory and economic, social, racial, cultural and political context</p> <p>The concept of leadership and CMS</p> <p>HR and CMS</p> <p>Marketing and CMS</p> <p>Knowledge management ("knowledge-based" organizations) and CMS</p> <p>The problem with "business schools": an organization doesn't have to be a business (Parker)</p> <p>Downfall: emptiness, nonsense and functional stupidity in the organization</p> <p>Remarks on managerialism and the specificity of neoliberal bureaucracy</p> <p>Summary and final test</p>						
Prerequisites and co-requisites							
Assessment methods and criteria	Subject passing criteria		Passing threshold		Percentage of the final grade		
	Final test		50.0%		33.0%		
	Active participation in classes		50.0%		34.0%		
	Midterm test		50.0%		33.0%		

Recommended reading	Basic literature	Alvesson, M and Willmott, H (eds) (1992) Critical Management Studies. London: Sage Alvesson, M and Willmott, H (eds) (2003) Studying Management Critically. London: Sage Fournier, V and Grey, C (2000) 'At the Critical Moment'. Human Relations Parker, M (2002) Against Management: Organisation in the Age of Managerialism. Oxford: Polity Grey, C. and Willmott, H.C. (2005), Critical Management Studies: A Reader, Oxford University Press
	Supplementary literature	Martin Parker, Shut down the business schools Harry Braverman, Labour and Monopoly Capitalism
	eResources addresses	Adresy na platformie eNauczenie:
Example issues/ example questions/ tasks being completed	<p>What are critical management studies</p> <p>Cite some definitions/concepts of leadership and critically analyze them</p> <p>What is the theory of the work process in CMS</p> <p>What is disciplinary power and what is power through control</p> <p>Explain the empowerment/control process in the organization</p> <p>What is "Emotional Management"</p> <p>Give a definition of bureaucracy and rationality</p> <p>The "critical" dimension of the work of a marketer and an accountant</p> <p>Discuss and critically deconstruct the concept of "smart management"</p> <p>What are the consequences of the "just-in-time" paradigm for the psyche of employees?</p> <p>Authority and management</p>	
Work placement	Not applicable	

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