



Subject card

Subject name and code	A MAN IN AN ORGANIZATION, PG_00063769						
Field of study	Management						
Date of commencement of studies	February 2025		Academic year of realisation of subject		2024/2025		
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 -> Faculty of Management and Economics						
Name and surname of lecturer (lecturers)	Subject supervisor		dr inż. Izabela Borucińska				
	Teachers		dr inż. Izabela Borucińska				
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		5.0		88.0	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	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 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		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Test	50.0%	30.0%
	Verbal Presentation	50.0%	40.0%
	Practical exercises	50.0%	30.0%
Recommended reading	Basic literature	Kozłowski W. (2023). Zarządzanie motywacją pracowników, Warszawa Leoński W., Mazur-Wierzbicka E., Wieczorek-Szymańska A. (2023). Zarządzanie zasobami ludzkimi wrażliwe na różnorodność, Warszawa Lewicka D. (2019). Zarządzanie kapitałem ludzkim a zaangażowanie pracowników, Warszawa (eBook) Listwan T., Sułkowski Ł. (red.) (2016). Metody i techniki zarządzania zasobami ludzkimi, Warszawa Pocztowski A. (2016). Zarządzanie zasobami ludzkimi, Warszawa Potoczek N., Zarządzanie zasobami ludzkimi w organizacji zorientowanej procesowo Warszawa 2018 (eBook) Sidor-Rządkowska M., Sienkiewicz, Ł. (2023). Cyfrowy HR, Wolters Kluwer, Warszawa Swanson R. A. (2023). Zarządzanie rozwojem zasobów ludzkich, Warszawa (eBook) Tomczak M., Krawczyk-Bryłka B. (2017). Zarządzanie Zasobami Ludzkimi, Warszawa	
	Supplementary literature	Armstrong M. (2011). Zarządzanie zasobami ludzkimi, Warszawa Kozak A., Sowińska-Wróbel A. (2016). Siła lidera, Warszawa (eBook) Kożusznik B. (2005). Wpływ społeczny w organizacji, Warszawa Kożusznik B. (2002). Zachowania człowieka w organizacji, Warszawa Król H., Ludwiczynski A. (red.), Zarządzanie zasobami ludzkimi, Warszawa 2017 Oczkowska P. (red.) (2019). Zarządzanie zasobami ludzkimi, Warszawa (eBook) Robbins S.P. (2004). Zachowania w organizacji, Warszawa Wojtczuk-Turek A. (red.) (2022). Zarządzanie kapitałem ludzkim, Warszawa (eBook)	

	eResources addresses	Adresy na platformie eNauczanie: Człowiek w organizacji, Zarz. II, sem. 1, NS 2024/2025 - Moodle ID: 43474 https://enauczanie.pg.edu.pl/moodle/course/view.php?id=43474
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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