



Subject card

Subject name and code	Building and managing teams, PG_00061834						
Field of study	Management and Production Engineering						
Date of commencement of studies	February 2024	Academic year of realisation of subject			2024/2025		
Education level	second-cycle studies	Subject group					
Mode of study	Full-time studies	Mode of delivery			at the university		
Year of study	2	Language of instruction			Polish		
Semester of study	3	ECTS credits			4.0		
Learning profile	general academic profile	Assessment form			assessment		
Conducting unit	Institute of Manufacturing and Materials Technology -> Faculty of Mechanical Engineering and Ship Technology						
Name and surname of lecturer (lecturers)	Subject supervisor		dr inż. Aleksandra Wiśniewska				
	Teachers						
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	0.0	15.0	0.0	0.0	45
	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	45		0.0		0.0	45
Subject objectives	Acquisition of theoretical and practical management and management skills within employee groups. Knowledge of the elements of employee diagnosis, building individual motivation systems and employee communication, as well as effective management within employee teams.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[K7_K01] is aware of the need to expand knowledge and verify the methods of solving problems by consulting experts		The student is able to analyze the effectiveness of their chosen methods of solving problems. Is able to identify shortages of knowledge, skills and experience, and then set development directions based on the principles of continuous improvement using available sources of information, news and expert assistance.		[SK5] Assessment of ability to solve problems that arise in practice [SK3] Assessment of ability to organize work [SK2] Assessment of progress of work		
	[K7_U01] can obtain information from literature, databases and others sources, also in English or another foreign language recognized as the language of international communication in a given engineering discipline; is able to integrate the obtained information, interpret it, as well as draw conclusions and formulate and justify opinions.		The student is able to define the roles of individual team members in the same team. The student is able to determine patterns of behavior and control the team's work in a way that ensures the optimal transition from the building phase to the phase of effective team work, including an international team.		[SU2] Assessment of ability to analyse information [SU3] Assessment of ability to use knowledge gained from the subject [SU5] Assessment of ability to present the results of task		
	[K7_K02] is aware of the importance and understanding of non-technical aspects and effects of engineering activities, including its impact on the environment, and the related responsibility for decisions made demonstrates knowledge of actions to reduce risk and anticipate the social impact of engineering and manufacturing activities		The student is able to indicate the relationships and dependencies between the production systems and the environment of the enterprise. Its activities are based on the principles of sustainable development in terms of the system.		[SK4] Assessment of communication skills, including language correctness [SK5] Assessment of ability to solve problems that arise in practice [SK1] Assessment of group work skills		

Subject contents	<p>Lecture content:</p> <p>1. The concept and cycle of personnel management, management styles. 2. Job specification. 3. selection of employees, methods and rules of recruitment. 4. Motivating and evaluating employees, penalties and rewards 5. Employee development, training, career planning. 6. Teamwork. 7. Change management and conflict management 8. Law work-elements.</p> <p>Content of exercises and laboratories:</p> <p>1. Evolution of the personnel function towards HRM.2. Human resources management strategy.3. Valuation of jobs and competencies.4. Recruitment of employees.5. Selection of employees.6. Evaluation of work and employee efficiency.7. Incentive systems.8. Employee training and development.9. Career management.10. Talent management. 11. Digital technologies in HRM. 12. Measurement of HRM effectiveness and return on investment. 13. Conditions of HRM: culture, labor market, competition. 14. Selected issues of labor law - student presentations.</p>														
Prerequisites and co-requisites															
Assessment methods and criteria	<table border="1"> <thead> <tr> <th data-bbox="456 734 794 763">Subject passing criteria</th> <th data-bbox="799 734 1137 763">Passing threshold</th> <th data-bbox="1142 734 1481 763">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="456 770 794 799">Lectures - test 1</td> <td data-bbox="799 770 1137 799">60.0%</td> <td data-bbox="1142 770 1481 799">25.0%</td> </tr> <tr> <td data-bbox="456 806 794 835">Lectures - test 2</td> <td data-bbox="799 806 1137 835">60.0%</td> <td data-bbox="1142 806 1481 835">25.0%</td> </tr> <tr> <td data-bbox="456 842 794 871">Exercises - pass</td> <td data-bbox="799 842 1137 871">60.0%</td> <td data-bbox="1142 842 1481 871">50.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	Lectures - test 1	60.0%	25.0%	Lectures - test 2	60.0%	25.0%	Exercises - pass	60.0%	50.0%
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Exercises - pass	60.0%	50.0%													
Recommended reading	Basic literature	<ol style="list-style-type: none"> Zarządzanie zasobami ludzkimi pr. zb. red.H. Król i A.Ludwiczyski, PWN Wa-wa 2006 Koźmiński A. K.Piotrowski W. : Zarządzanie. Teoria i praktyka. PWN Wa-wa 2006 Zrównoważone Zarządzanie Zasobami Ludzkimi wybrane zagadnienia, Katarzyna Piwowar-Sulej, Dominika Bąk-Grabowska, Katarzyna Grzesik · 2022 Zarządzanie zespołem. Skrypt do przedmiotu,Autorzy Arkadiusz Urbanek · 2020, Instytut Pedagogiki Uniwersytetu Wrocławskiego. Zarządzanie pracą w zmieniających się uwarunkowaniach funkcjonowania organizacji2021, Wydawnictwo Uniwersytetu Ekonomicznego we Wrocławiu. Zarządzanie zasobami ludzkimi w Polsce. Ewolucja i współczesność,Autorzy Aleksy Pochtowski, Agnieszka Sitko-Lutek, Anna Rakowska · 2021, Wolters Kluwer. Zarządzanie wiedzą, 2021, Redaktorzy: Andrzej K. Koźmiński, Dariusz Jemielniak; Wolters Kluwer. Zarządzanie talentami Koncepcje, modele i praktyki, Autorzy Magdalena Maria Stuss · 2021, Wydawnictwo Uniwersytetu Jagiellońskiego. Sprawiedliwość w zarządzaniu pracowniczymi zespołami tymczasowymi, Autorzy Adam Płachciak, Piotr Rogala · 2022, Wydawnictwo Uniwersytetu Ekonomicznego we Wrocławiu. 													
	Supplementary literature	<ol style="list-style-type: none"> Sienkiewicz, Ł., (2018). Optymalizacja użyteczności kapitału ludzkiego: perspektywa przedsiębiorstwa. Warszawa: Oficyna Wydawnicza SGH. Sienkiewicz, Ł. (red.) (2013). Zarządzanie zasobami ludzkimi w oparciu o kompetencje. Perspektywa uczenia się przez całe życie. Warszawa: Instytut Badań Edukacyjnych. Juchnowicz, M. (red.) (2010). Narzędzie i praktyka ZZL, Warszawa: Poltext. Juchnowicz, M. (red.) (2014). Zarządzanie kapitałem ludzkim. Procesy - narzędzia - aplikacje. Warszawa: Polskie Wydawnictwo Ekonomiczne. Juchnowicz, M. (red.) (2016). Elastyczne zarządzanie kapitałem ludzkim z perspektywy interesariuszy. Warszawa: Polskie Wydawnictwo Ekonomiczne. Tomczak M., Krawczyk-Bryła B., Zarządzanie Zasobami Ludzkimi , Warszawa 2017 Pochtowski A., Zarządzanie zasobami ludzkimi S. Robbins: Zachowania w organizacji R. Cialdini Wywieranie wpływu na ludzi Griffin R.W., Podstawy zarządzania organizacjami Armstrong, M., (2011). Zarządzanie zasobami ludzkimi, Warszawa; Wolters Kluwer. pod red. Listwan T., Zarządzanie kadrami. Ćwiczenia. 													
	eResources addresses	Adresy na platformie eNauczanie:													

<p>Example issues/ example questions/ tasks being completed</p>	<ol style="list-style-type: none"> 1. Personnel management issues - main concepts 2. Tools used in HRM: a) observation, b) research/ social. employee behavior analysis 3. Employee satisfaction surveys (method, techniques, tools) 4. Building communication systems in employee groups. Interpersonal communication 5. Building effective teams 6. Employee evaluation: methods, techniques, tools 7. Motivating in HRM. Individual motivation system. 8. Staff recruitment. Conducting an interview. 9. Leader and leader of the group - building the authority of the group leader. 10. Harmful phenomena in management: mobbing, conflict-solving. Culture of organization and management
<p>Work placement</p>	<p>Not applicable</p>