



## Subject card

Subject name and code	, PG_00064556						
Field of study	Mechanical and Medical Engineering						
Date of commencement of studies	October 2021	Academic year of realisation of subject			2024/2025		
Education level	first-cycle studies	Subject group					
Mode of study	Full-time studies	Mode of delivery			at the university		
Year of study	4	Language of instruction			Polish		
Semester of study	7	ECTS credits			1.0		
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. Magda Rościszewska					
	Teachers						
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	0.0	0.0	0.0	0.0	15
	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	15	0.0		0.0	15	
Subject objectives	The aim of the course is to introduce methods and techniques of human resource management in the contemporary world, where economic development is rapid and intense. In particular, the area of interest includes trends and phenomena such as: virtualization, outsourcing, organizational culture, multiculturalism, leadership and people management, career management, employee motivation (compensation), and engagement.						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K6_K01] he/she knows his/her proficiencies and his/her limitations in performing professional tasks, he/she is aware of needing to improve his/her skills through the whole life, he/she has entrepreneurship and innovation skills, he/she is aware of engineering skills from the society point of view	The student knows the tools and techniques for motivating and inspiring team members, as well as various leadership styles, adjusting them to the situation and the needs of the team.			[SK5] Assessment of ability to solve problems that arise in practice		
	[K6_W11] he/she is aware of social and juridical rules and general rules of creation and developing of individual entrepreneurship, business and quality management	The student knows the basic principles of ethics applicable in teamwork and the basic legal regulations in enterprises.			[SW2] Assessment of knowledge contained in presentation		
	[K6_K02] he/she is aware of importance of professional dealing and to fulfill ethics obligations, he/she understands other (non-technical) abilities of mechanical engineering professional, their influence on the society and security of environment, he/she is aware of importance of social cooperation	The student is able to identify sources of conflicts within the team and apply appropriate methods to resolve them.			[SK5] Assessment of ability to solve problems that arise in practice		

Subject contents	<p>virtualization, outsourcing, organizational culture, multiculturalism, leadership and people management, career management, employee motivation (compensation), and engagement:</p> <p>Utilization of employee traits and abilities</p> <p>Motivation</p> <p>Authority in management</p> <p>Employee evaluation</p> <p>Teams in the management process</p> <p>Motivating and team effectiveness</p> <p>Problem-solving in a team</p> <p>Team leadership</p> <p>Managerial potential in the organization.</p>		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Presentation	56.0%	100.0%
Recommended reading	Basic literature	Hayes J., The Theory and Practice of Change Management, Red Globe Press, 2021	
	Supplementary literature	<p>Armstrong M., Zarządzanie zasobami ludzkimi, Oficyna a Wolters Kluwer business, Warszawa 2011.</p> <p>Furnham A., 50 teorii psychologii, które powinieneś znać, PWN, Warszawa 2010.</p> <p>Maslow A.H., Motywacja i osobowość, PWN, Warszawa 2006.</p> <p>Zawadzka A.M. (red.), Psychologia zarządzania w organizacji, PWN, Warszawa 2010.</p> <p>Schultz P.D., Schultz E.S., Psychologia a wyzwania dzisiejszej pracy, PWN, Warszawa 2002.</p> <p>Fadeyi, O.T.A. (2004). The effect of motivation on organisational productivity: a case study of Chevron Nigeria Limited. A Master of Business Administration (MBA) dissertation, Federal University of Technology, Akure.</p> <p>Gilbreth L. M. (2005) The Psychology of Management; The Function of the Mind in Determining, Teaching and Installing Methods of Least Waste, pp. 1-21. Retrieved from <a href="http://www.gutenberg.org/files/1">http://www.gutenberg.org/files/1</a></p>	
	eResources addresses	<p>Adresy na platformie eNauczanie:</p> <p>Psychologiczne aspekty zarządzania zespołem kopia 1 - Moodle ID: 42423</p> <p><a href="https://enauzanie.pg.edu.pl/moodle/course/view.php?id=42423">https://enauzanie.pg.edu.pl/moodle/course/view.php?id=42423</a></p>	

Example issues/ example questions/ tasks being completed	Virtualization, outsourcing, organizational culture, multiculturalism, leadership and people management, career management, employee motivation (compensation), and engagement, including: Utilization of employee traits and abilities, Motivation, Authority in management, Employee evaluation, Teams in the management process, Motivating and team effectiveness, Problem-solving in a team, Team leadership, Managerial potential in the organization.
Work placement	Not applicable

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