



## Subject card

Subject name and code	A MAN IN AN ORGANIZATION, PG_00067659						
Field of study	Management						
Date of commencement of studies	October 2025		Academic year of realisation of subject		2025/2026		
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	Full-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 -> Wydziały Politechniki Gdańskieį						
Name and surname of lecturer (lecturers)	Subject supervisor						
	Teachers						
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	60.0	0.0	0.0	0.0	60
	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	60		5.0		60.0	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] responsibly fulfills professional roles, demonstrating the ability to identify ethical dilemmas and recognize and evaluate alternative courses of action.		demonstrates a responsible attitude toward individual roles within an organization, can identify ethical dilemmas, and evaluate alternative courses of action considering organizational and social values		[SK5] Assessment of ability to solve problems that arise in practice [SK1] Assessment of group work skills		
	[K7_U04] is able to prepare and convincingly present the results of specialized analyses, providing in-depth interpretation during debates and meetings with various audiences.		can prepare analyses related to human functioning in organizations and present them persuasively, tailoring the interpretation to various audiences		[SU5] Assessment of ability to present the results of task [SU2] Assessment of ability to analyse information		

Subject contents	<b>Human Resources Management</b>  Conditions of processes in the area of human resources Digital technologies in the area of HR Neurodiversity in the work environment 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 Well-being at work Prospects for the evolution of human resource management  <b>Organizational behavior</b>  Introduction to the issue of organizational behavior. Study of employee attitudes and behavior. Selection and introduction to the organization. Formation of groups and teamsLeadership and power in the organization. Decision making in the organization. Motivating and shaping attitudes. Influencing and manipulating. Managing change in an organization. Conflicts and their impact on behaviorInterpersonal communication. Negotiation in the organizationFormation of employee relations. Organizational culture and behavior. Ethical aspects of organizational behavior.		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Attendance	90.0%	20.0%
	Activity in the class	50.0%	20.0%
	Semester project	50.0%	30.0%
	Colloquium	50.0%	30.0%
Recommended reading	Basic literature	Sidor-Rządkowska M., Sienkiewicz, Ł. (2023). Cyfrowy HR, Wolters Kluwer, Warszawa. Tomczak M., Krawczyk-Bryłka B., Zarządzanie Zasobami Ludzkimi, Warszawa 2017 Armstrong M., Zarządzanie zasobami ludzkimi, Warszawa 2011 Pocztowski A., Zarządzanie zasobami ludzkimi, Warszawa 2016 Król H., Ludwiczynski A. (red.), Zarządzanie zasobami ludzkimi., Warszawa 2017 Listwan T., Sułkowski Ł. (red.), Metody i techniki zarządzania zasobami ludzkimi, Warszawa 2016 Robbins S.P., Zachowania w organizacji, Warszawa 2004 Kożusznik B., Wpływ społeczny w organizacji, Warszawa 2005 Kożusznik B., Zachowania człowieka w organizacji, Warszawa 2002	
	Supplementary literature	Sajkiewicz A. (red.), Zasoby ludzkie w firmie, Warszawa, 2004 Juchnowicz M. (red.), Narzędzie i praktyka ZZL, Warszawa 2010 Dale M., Skuteczna rekrutacja i selekcja pracowników, Warszawa 2012 Woźniak J., Rekrutacja teoria i praktyka, Warszawa 2013 Marcinak J., Standaryzacja procesów zarządzania personelem, Kraków 2006 Sikorski Cz., Zachowania ludzi w organizacji, Warszawa 1999 Kostera M., Antropologia Organizacji, Warszawa 2005	
	eResources addresses	Adresy na platformie eNauczanie:	
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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