GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	Human Factor in Sustainable Organizations, PG_00067723
Field of study	Management, Management

Date of commencement of studies	October 2026	Academic year of realisation of subject	2026/2027
Education level	second-cycle studies	Subject group	Optional subject group Specialty subject group 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	2	ECTS credits	3.0
Learning profile	general academic profile	Assessment form	exam

Conducting unit	Department Of Management -> Faculty Of Management And Economics -> Wydziały Politechniki Gdańskiej
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	16.0	8.0	0.0	0.0	0.0	24
	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	24	3.0	48.0	75

Subject objectives	Formulates research problems related to the role of the human factor in a sustainable organization, achieving solutions that affect the development of one's own and associates

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[K7_W03] demonstrates in-depth knowledge of the applications of analytical methods and techniques for formulating and solving problems.	demonstrates in-depth knowledge of applying analytical methods to identify and solve problems related to human resource management in sustainable organizations	[SW1] Assessment of factual knowledge
	[K7_U06] develops his/her potential by planning and implementing the process of lifelong learning and supporting others in this area.	can plan their professional development in the context of sustainable organizational practices and support others in enhancing their competencies	[SU3] Assessment of ability to use knowledge gained from the subject

Subject contents	Recognition of multidimensional Human Capital Management impact Conscious Human Capital planning and development Permacultural Management - Is Permamanagement possible? Theoretical foundations of leadership Responsible leadership and business ethics Leading a healthy and productive workforce Diversity Management and UN Goals Building an equal and diverse working environment Preventing discrimination in human resource practices Change vs. stability - good decisions DNA (change identification) Leading to successful: individual, team and organizational change (change implementation) Company culture as change management catalyst (shared change mindset creation) Dynamic capabilities (learning for sustainability) How learning happens: individual, team and organizational level (learning processes) Company culture as organizational learning catalyst (shared learning mindset creation)
Prerequisites and co-requisites	

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Exam	60.0%	50.0%
	Case study	60.0%	50.0%

Recommended reading	Basic literature	Cameron, E.,Green, M. (2015) Making Sense of Change Management. Kogan Page Limited, London Kotter, J.P. (2012) Leading Change. Harvard Business Review Press. Boston Kucharska, W., Bedford, D.A.D. (2023) The Cultures of Knowledge Organizations: Knowledge, Learning, Collaboration (KLC). Emerald, New York Senge, P.M. (2006) The Fifth Discipline: The Art and Practice of the Learning Organization. Doubleday (A Division of Random House), New York Sitko, R. (2023) Sustainable Human Resource Management. Using HRM to achieve long-term social, environmental and business goals. Kogan Page, London Roobeek, A., de Swart, J., van der Plas, M. (2018) Responsible Business. Making Strategic Decisions to Benefit People, the Planet and Profits. Kogan Page, London
	Supplementary literature	Kucharska, W., Bedford, D.A.D. (2020) Love your mistakes!they help you adapt to change. How do knowledge, collaboration and learning cultures foster organizational intelligence? Journal of Organizational Change Management, 33(7), 1329-1354. https://doi.org/10.1108/JOCM-02-2020-0052 Macke, J. and Genari, D. (2019) Systematic literature review on sustainable human resource management. Journal of Cleaner Production, 208, pp. 806-815 Rass, L, Treur, J. Kucharska, W. Wiewiora, A. (2023). Adaptive dynamical systems modelling of transformational organizational change with focus on organizational culture and organizational learning. Cognitive Systems Research, 79, 85-108. https://doi.org/10.1016/j.cogsys.2023.01.004 Szulc, J.M., Davies, J., Tomczak, M.T. and McGregor, F.L. (2021) AMO perspectives on the well-being of neurodivergent human capital. Employee Relations. Vol. 43 No. 4, pp. 858-872 Szulc, J.M. and Smith, R. (2021) Abilities, Motivations, and Opportunities of Furloughed Employees in the Context of Covid-19: Preliminary Evidence From the UK. Frontiers in Psychology. 12: 635144 Szulc, J.M (2022) AMO model for neuro-inclusive remote workplace. Personnel Review, 51: 8, pp. 1867-1882
	eResources addresses	Adresy na platformie eNauczanie:
Example issues/ example questions/ tasks being completed		Describe the biggest challenges of leading a sustainable and inclusive organization Explain how to develop a shared learning mindset on distributed teams Prepare an inclusive process of recruitment and selection for diverse candidates Based on the case study, set up the problem, propose a solution, and formulate "lessons learned" and "good practices."
Work placement		Not applicable

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