



## Subject card

Subject name and code	Positive Organization Management, PG_00068053						
Field of study							
Date of commencement of studies	October 2025		Academic year of realisation of subject		2028/2029		
Education level	first-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	4		Language of instruction		Polish		
Semester of study	7		ECTS credits		4.0		
Learning profile	general academic profile		Assessment form		assessment		
Conducting unit	Department Of Management -> Faculty Of Management And Economics -> Wydziały Politechniki Gdańskiej						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Beata Basińska				
	Teachers						
Lesson types and methods of instruction	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	30.0	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		35.0	100
Subject objectives	The aim of the course is to develop knowledge and skills in identifying and evaluating scientific research, as well as interpreting its results in the field of positive organizational management.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[K6_U03] collaborates with others in solving interdisciplinary problems.		The student undertakes organizational roles and positive behaviors in the team.		[SU2] Assessment of ability to analyse information		
	[K6_K01] is ready to fulfill professional roles responsibly, taking legal, ethical, and cultural aspects into account in decision-making processes.		The student recognizes and considers ethical issues in management.		[SK5] Assessment of ability to solve problems that arise in practice		
	[K6_W01] understands and comprehends the conditions of processes occurring in the analyzed systems at an advanced level and selects appropriate methods for their solution, taking into account the complex relationships between the analyzed phenomena.		The student knows the phenomena of positive management based on scientific evidence		[SW2] Assessment of knowledge contained in presentation		
Subject contents	<div>1. Positive Organizational Scholarship (POS).</div> <div>2. Positive Organizational Behavior (POB).</div> <div>3. Evidence-based management.</div> <div>4. Leadership in positive management.</div> <div>5. Job DemandsResources theory assumptions.</div> <div>6. Job DemandsResources theory systematic reviews and meta-analyses.</div> <div>7. Work engagement.</div> <div>8. Emotional well-being.</div> <div>9. Thriving in organizations.</div> <div>10. Motivation in Self-Determination Theory.</div> <div>11. Validation of measurement tools in Self-Determination Theory</div> <div>12. Employee and organizational resilience.</div> <div>13. Psychological Capital (PsyCap).</div> <div>14. Positive interventions in organizations designing a positive intervention.</div> <div>15. Positive interventions in organizations intervention evaluation.</div>						

Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Presentation	55.0%	34.0%
	Reflection homework	55.0%	33.0%
	Performing practical task	55.0%	33.0%
Recommended reading	Basic literature	Demerouti, E., & Bakker, A. B. (2023). Job demands-resources theory in times of crises: New propositions. <i>Organizational Psychology Review</i> , 13(3), 209-236.  Gagné, M., Parker, S. K., Griffin, M. A., Dunlop, P. D., Knight, C., Klonek, F. E., & Parent-Rochelleau, X. (2022). Understanding and shaping the future of work with self-determination theory. <i>Nature Reviews Psychology</i> , 1(7), 378-392.  Marshall, J. D., Aguinis, H., & Beltran, J. R. (2024). Theories of performance: A review and integration. <i>Academy of Management Annals</i> , 18(2), 600-625.	
	Supplementary literature	Bakker, A. B., Demerouti, E., & Sanz-Vergel, A. (2023). Job demandsresources theory: Ten years later. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 10(1), 25-53.  Czakon, W. (2020). <i>Krótkowzroczność strategiczna menedżerów</i> . Kraków, Wydawnictwo Uniwersytetu Jagiellońskiego.  Grenier, S., Gagné, M., & O'Neill, T. (2024). Selfdetermination theory and its implications for team motivation. <i>Applied Psychology</i> , 73(4), 1833-1865.	
	eResources addresses	Adresy na platformie eNauczanie:	
Example issues/ example questions/ tasks being completed	1. Consider ethical issues in inclusive talent and strengths development. 2. Analyse the results of a systematic review for the Job DemandsResources (JD-R) theory.		
Work placement	Not applicable		

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