GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	POSITIVE ORGANIZATION MANAGEMENT, PG_00070653		
Field of study	Engineering Management		
Date of commencement of studies	October 2026	Academic year of realisation of subject	2029/2030
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 -> Faculties of Gdańsk University of Technology		
Name and surname of lecturer (lecturers)	Subject supervisor	dr hab. Beata Basińska	
	Teachers		

Lesson types

Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
Number of study hours	15.0	30.0	0.0	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	3.0	52.0	100

Subject objectives

The aim of the course is to develop knowledge and skills in identifying and evaluating scientific research, as well as to prepare students to analyse, interpret and critically evaluate scientific evidence and to design solutions in the field of positive organization management, based on knowledge of contemporary theories of positive organization management, as well as to shape ethical, reflective and responsible attitudes in the context of contemporary organizations.

Learning outcomes

Course outcome	Subject outcome	Method of verification
[K6_U03] collaborates with others in solving interdisciplinary problems.	is able to cooperate with others in solving organizational problems by undertaking organizational roles and demonstrating constructive behaviors that support effective teamwork in organizations.	[SU2] Assessment of ability to analyse information
[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.	knows and understands the phenomena of evidence-based positive management and their significance for the functioning and development of contemporary organizations.	[SW2] Assessment of knowledge contained in presentation
[K6_K01] is ready to fulfill professional roles responsibly, taking legal, ethical, and cultural aspects into account in decision-making processes.	is ready to perform professional roles responsibly by recognizing and analysing ethical issues in management and considering their implications in organizational decision-making processes.	[SK5] Assessment of ability to solve problems that arise in practice

Subject contents	Course content – lecture 1. Positive Organizational Scholarship (POS). 2. Positive Organizational Behavior (POB). 3. Evidence-based management. 4. Leadership in positive management. 5. Job DemandsResources theory assumptions. 6. Job DemandsResources theory systematic reviews and meta-analyses. 7. Work engagement. 8. Emotional well-being. 9. Thriving in organizations. 10. Motivation in Self-Determination Theory. 11. Validation of measurement tools in Self-Determination Theory 12. Employee and organizational resilience. 13. Psychological Capital (PsyCap). 14. Positive interventions in organizations designing a positive intervention. 15. Positive interventions in organizations intervention evaluation. Course content – exercises 1. Positive Organizational Scholarship (POS). 2. Positive Organizational Behavior (POB). 3. Evidence-based management. 4. Leadership in positive management. 5. Job DemandsResources theory assumptions. 6. Job DemandsResources theory systematic reviews and meta-analyses. 7. Work engagement. 8. Emotional well-being. 9. Thriving in organizations. 10. Motivation in Self-Determination Theory. 11. Validation of measurement tools in Self-Determination Theory 12. Employee and organizational resilience. 13. Psychological Capital (PsyCap). 14. Positive interventions in organizations designing a positive intervention. 15. Positive interventions in organizations intervention evaluation.
Prerequisites and co-requisites	
Assessment methods and criteria	

Subject passing criteria	Passing threshold	Percentage of the final grade
Assessment of the ability to analyse and interpret information.	60.0%	33.0%
Assessment of the ability to solve practical problems.	60.0%	33.0%
Assessment of the level of knowledge presented in the presentation.	60.0%	34.0%

Recommended reading	Basic literature	1. Demerouti, E., & Bakker, A. B. (2023). Job demands-resources theory in times of crises: New propositions. *Organizational Psychology Review*, *13*(3), 209-236. 2. Gagné, M., Parker, S. K., Griffin, M. A., Dunlop, P. D., Knight, C., Klonek, F. E., & Parent-Rocheleau, X. (2022). Understanding and shaping the future of work with self-determination theory. *Nature Reviews Psychology*, *1*(7), 378-392. 3. Marshall, J. D., Aguinis, H., & Beltran, J. R. (2024). Theories of performance: A review and integration. *Academy of Management Annals*, *18*(2), 600-625.
	Supplementary literature	1. Bakker, A. B., Demerouti, E., & Sanz-Vergel, A. (2023). Job demandsresources theory: Ten years later. *Annual Review of Organizational Psychology and Organizational Behavior*, *10*(1), 25-53. 2. Czakon, W. (2020). *Krótkowzroczność strategiczna menedżerów*. Kraków, Wydawnictwo Uniwersytetu Jagiellońskiego. 3. Grenier, S., Gagné, M., & O'Neill, T. (2024). Selfdetermination theory and its implications for team motivation. *Applied Psychology* , *73*(4), 1833-1865.
	eResources addresses	
Example issues/ example questions/ tasks being completed	• Consider ethical issues in inclusive talent and strengths development. • Analyse the results of a systematic review for the Job DemandsResources (JD-R) theory.	
Practical activites within the subject	Not applicable	

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