



Subject card

Subject name and code	Data-driven positive organizational interventions, PG_00072191						
Field of study	Management, Management						
Date of commencement of studies	October 2025	Academic year of realisation of subject				2026/2027	
Education level	second-cycle studies	Subject group				Optional subject group Subject group related to scientific research in the field of study	
Mode of study	Part-time studies (on-line)	Mode of delivery				at the university	
Year of study	2	Language of instruction				Polish	
Semester of study	3	ECTS credits				3.0	
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	8.0	16.0	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	4.0		47.0		75
Subject objectives	to acquire competencies in designing, implementing, and evaluating positive organizational interventions that improve employee well-being and team effectiveness. Students learn an evidence-based approach, utilizing basic statistical analysis tools to assess the effectiveness of implemented solutions.						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K7_K02] makes competent and ethical decisions, taking care of the public interest and maintaining economic, social and environmental values	is prepared to critically evaluate information and make ethical, data-driven decisions, while considering both economic and social values.			[SK5] Assessment of ability to solve problems that arise in practice		
	[K7_W02] explains the meaning and interdependence of key components describing management processes, using in-depth knowledge consistent with the main trends in the development of scientific disciplines related to the field of study	understands the concepts of well-being, work efficiency, and organizational interventions within an evidence-based management approach.			[SW3] Assessment of knowledge contained in written work and projects		
	[K7_U02] presents logical and solid arguments about the obtained results, by analyzing and synthesizing information in various business contexts, approaching their interpretation critically	is able to diagnose organizational problems based on data, design positive interventions, and present recommendations to decision-makers.			[SU4] Assessment of ability to use methods and tools		

Subject contents	<p>Course content – lecture</p> <ol style="list-style-type: none"> 1. Organizational interventions: introduction to a data-driven approach 2. The relationship between employee well-being and organizational performance 3. Organizational diagnosis: identification and sourcing of data 4. Research tools in intervention design 5. Classification of interventions 6. Hypotheses and indicators: indices of success 7. Research methods: experiment and quasi-experiment 8. Elements of descriptive statistics in interventions 9. Statistical inference: basics of hypothesis testing 10. Data analysis in scientific evidence 11. Intervention evaluation: assessing effectiveness 12. Economic efficiency of interventions and managerial decision-making 13. Interventions in practice: intervention context 14. Interventions in practice: advantages and disadvantages 15. Interventions in practice: future directions <hr/> <p>Course content – exercises</p> <ol style="list-style-type: none"> 1. Analysis of data-driven intervention examples: discussion 2. Identification of well-being factors in an organization 3. Organizational diagnosis: analysis of a sample dataset 4. Research tools: survey design 5. Intervention design: generating intervention ideas (brainstorming) 6. Hypotheses and indicators: formulating intervention outcomes 7. Research methods: experimental design 8. Descriptive statistics: data analysis case study 9. Statistical inference: interpretation of results in examples 10. Data analysis in practice: data visualization, dashboards 11. Intervention evaluation: analysis of intervention outcomes 12. Managerial decisions: recommendations for the board 13. Teamwork: intervention context 14. Interventions in practice: presentations and discussion 15. Interventions in practice: conclusions and reflection 														
Prerequisites and co-requisites															
Assessment methods and criteria	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">Subject passing criteria</th> <th style="width: 33%;">Passing threshold</th> <th style="width: 33%;">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td>essay</td> <td>60.0%</td> <td>30.0%</td> </tr> <tr> <td>task completion</td> <td>60.0%</td> <td>40.0%</td> </tr> <tr> <td>presentation</td> <td>60.0%</td> <td>30.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	essay	60.0%	30.0%	task completion	60.0%	40.0%	presentation	60.0%	30.0%
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<p>Example issues/ example questions/ tasks being completed</p>	<p>Prepare a data visualization supporting a managerial decision.</p> <p>Present and evaluate an example of an organizational intervention implemented in practice.</p> <p>How can ethical standards be ensured in data-driven decision-making?</p> <p>Design a comprehensive data-driven organizational intervention.</p> <p>Critically evaluate data sources and their reliability.</p>
<p>Practical activities within the subject</p>	<p>Not applicable</p>

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