GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	A MAN IN AN ORGANIZATION, PG_00067694		
Field of study	Management		
Date of commencement of studies	October 2026	Academic year of realisation of subject	2026/2027
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	Part-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 -> Faculties of Gdańsk University of Technology		
Name and surname of lecturer (lecturers)	Subject supervisor	dr Franciszek Kutrzeba	
	Teachers	dr Franciszek Kutrzeba	

Lesson types

Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
Number of study hours	0.0	32.0	0.0	0.0	0.0	32

E-learning hours included: 0.0

eNauczanie source addresses:
Moodle ID: 7467 CZŁOWIEK W ORGANIZACJI 26/27
https://enauczanie.pg.edu.pl/2025/course/view.php?id=7467

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	32	3.0	90.0	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_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	[SU2] Assessment of ability to analyse information [SU5] Assessment of ability to present the results of task
[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	[SK1] Assessment of group work skills [SK5] Assessment of ability to solve problems that arise in practice

Subject contents

Course content – exercises

Human Resources Management

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

Organizational behavior

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
Semester project	50.0%	30.0%
Activity in the class	50.0%	20.0%
Colloquium	50.0%	30.0%
Attendance	90.0%	20.0%

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., Ludwiczyński 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	

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
Practical activites within the subject	Not applicable

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