



Subject card

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|---|---|--|---|------------|--|---|-----|
| Subject name and code | Human Factor in Sustainable Organizations, PG_00067723 | | | | | | |
| Field of study | Management | | | | | | |
| Date of commencement of studies | October 2026 | Academic year of realisation of subject | | | | 2027/2028 | |
| 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 | 2 | Language of instruction | | | | Polish | |
| Semester of study | 3 | ECTS credits | | | | 3.0 | |
| Learning profile | general academic profile | Assessment form | | | | exam | |
| Conducting unit | Department of Management -> Faculty of Management and Economics -> Faculties of Gdańsk University of Technology | | | | | | |
| Name and surname of lecturer (lecturers) | Subject supervisor | | | | | | |
| | Teachers | | | | | | |
| Lesson types | 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_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 | | |
| | [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 | | |
| Subject contents | <p>Course content – lecture</p> <p>Recognition of multidimensional Human Capital Management impact</p> <p>Conscious Human Capital planning and development</p> <p>Permacultural Management - Is Permamanagement possible?</p> <p>Theoretical foundations of leadership</p> <p>Responsible leadership and business ethics</p> <p>Leading a healthy and productive workforce</p> <p>Diversity Management and UN Goals</p> <p>Building an equal and diverse working environment</p> <p>Preventing discrimination in human resource practices</p> <p>Change vs. stability - good decisions DNA (change identification)</p> <p>Leading to successful: individual, team and organizational change (change implementation)</p> <p>Company culture as change management catalyst (shared change mindset creation)</p> <p>Dynamic capabilities (learning for sustainability)</p> <p>How learning happens: individual, team and organizational level (learning processes)</p> <p>Company culture as organizational learning catalyst (shared learning mindset creation)</p> | | | | | | |
| Prerequisites and co-requisites | | | | | | | |

| Assessment methods and criteria | Subject passing criteria | Passing threshold | Percentage of the final grade |
|--|---|--|-------------------------------|
| | Case study | 60.0% | 50.0% |
| | Exam | 60.0% | 50.0% |
| Recommended reading | Basic literature | <p>Cameron, E., Green, M. (2015) Making Sense of Change Management. Kogan Page Limited, London</p> <p>Kotter, J.P. (2012) Leading Change. Harvard Business Review Press. Boston</p> <p>Kucharska, W., Bedford, D.A.D. (2023) The Cultures of Knowledge Organizations: Knowledge, Learning, Collaboration (KLC). Emerald, New York</p> <p>Senge, P.M. (2006) The Fifth Discipline: The Art and Practice of the Learning Organization. Doubleday (A Division of Random House), New York</p> <p>Sitko, R. (2023) Sustainable Human Resource Management. Using HRM to achieve long-term social, environmental and business goals. Kogan Page, London</p> <p>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</p> | |
| | Supplementary literature | <p>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</p> <p>Macke, J. and Genari, D. (2019) Systematic literature review on sustainable human resource management. Journal of Cleaner Production, 208, pp. 806-815</p> <p>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</p> <p>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</p> <p>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</p> <p>Szulc, J.M (2022) AMO model for neuro-inclusive remote workplace. Personnel Review, 51: 8, pp. 1867-1882</p> | |
| | eResources addresses | | |
| Example issues/ example questions/ tasks being completed | <p>Describe the biggest challenges of leading a sustainable and inclusive organization</p> <p>Explain how to develop a shared learning mindset on distributed teams</p> <p>Prepare an inclusive process of recruitment and selection for diverse candidates</p> <p>Based on the case study, set up the problem, propose a solution, and formulate "lessons learned" and "good practices."</p> | | |
| Practical activities within the subject | Not applicable | | |

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