

Subject card

Subject name and code	Fair Play Employment: Building Organizational Culture, PG_00177412						
Field of study	Economics, International Economic Relations						
Date of commencement of studies	October 2025		Academic year of realisation of subject		2025/2026		
Education level	Master's studies		Subject group		Obligatory subject group in the field of study Optional subject group		
Mode of study	part-time studies		Mode of delivery		at the university		
Year of study	1		Language of instruction		Polish None		
Semester of study	1		ECTS credits		3.0		
Learning profile	academic		Assessment form				
Conducting unit	Department of Macroeconomics -> Faculty of Economics -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Przemysław Kulawczuk				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	20.0	0.0	0.0	0.0	0.0	20
	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	20		0.0		0.0	20
Subject objectives	The aim of the course is to familiarize students with the innovative concept of creating an organizational and employee culture based on corporate social responsibility "Fair Play Employment".						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[EKONMU2_K02] is aware of the level of his/her knowledge in the field of economics; understands the need to extend and update this knowledge throughout his/her life	is aware of the level of his/her knowledge in the area of building organizational culture and understands the need to deepen and update this knowledge throughout life	[SK4] test/exam - oral or written
	[MSGMU2_W01] has an in-depth and structured knowledge of economic sciences, in particular economics, its place in the system of sciences, its relations with other sciences and fields of knowledge	has in-depth and structured knowledge of human capital management and the relationship between this sphere and other spheres of social sciences	[SW4] test/exam - oral or written
	[EKONMU2_K01] recognises the importance of knowledge in the field of economics in the process of identifying and solving economic problems and of consulting experts when having difficulties in solving them independently	recognizes the importance of knowledge in the field of shaping organizational culture in the process of identifying and solving economic problems and seeking expert opinions in the event of difficulties in solving them independently	[SK4] test/exam - oral or written
	[EKONMU2_U02] can use acquired knowledge to describe and analyse the causes and course of economic and social processes and phenomena, and can formulate his/her own opinions and critically select data and analysis methods based on the achievements of economic and social sciences	is able to use his/her knowledge to describe and analyze the causes and course of employee processes and phenomena in the context of the functioning of the organizational culture	[SU4] test/exam - oral or written
	[EKONMU2_U03] can analyse causes and course of economic and social processes and phenomena, formulate his/her own opinions on the subject, construct research hypotheses, and select and apply methods of their verification	is able to analyze the causes and course of economic and social processes and phenomena, formulate their own opinions on this subject, formulate research hypotheses and select and apply methods for their verification in terms of their significance for shaping the organizational culture	[SU4] test/exam - oral or written
	[MSGMU2_U01] can creatively interpret and explain complex and atypical economic phenomena and the relations occurring between them, using the acquired knowledge in economics, finance and international economic relations	is able to creatively interpret and explain complex and atypical economic phenomena in the area of functioning of organizational and employee cultures	[SU4] test/exam - oral or written
	[MSGMU2_K07] is ready to observe and develop the principles of professional ethics and corporate social responsibility, takes into account changing social needs, respects the diversity of opinions and cultures, and is professional and loyal towards the employer	is ready to respect and develop the principles of professional ethics and corporate social responsibility in relation to creating an organizational culture	[SK4] test/exam - oral or written
	[MSGMU2_K06] is ready to independently identify, diagnose and responsibly resolve dilemmas and alternative solutions related to his/her profession and the development of professional achievements	is ready to independently identify, diagnose and responsibly resolve dilemmas and various variants of solutions related to the creation of organizational cultures	[SK4] test/exam - oral or written
	[MSGMU2_K04] is ready to think and act in an entrepreneurial manner; adapts to new situations and conditions; undertakes challenges of creative thinking; acquires resilience to failures; assesses risks and threats and finds ways of counteracting their effects	is ready to think and act in an entrepreneurial manner, adapts to new situations and conditions, takes on the challenges of creative thinking in terms of using the values of organizational culture to mobilize employees to contribute to the organization	[SK4] test/exam - oral or written
	[EKONMU2_W11] knows the detailed principles of establishing and developing forms of individual entrepreneurship, using the knowledge of economics, finance and management sciences	knows the detailed principles of creating and developing forms of individual entrepreneurship, using knowledge in the field of creating and shaping organizational cultures	[SW4] test/exam - oral or written

	Course outcome	Subject outcome	Method of verification
	[EKONMU2_W04] knows different types of economic and social ties and regularities governing them; has an in-depth knowledge of economic and financial ties between enterprises	knows the different types of economic and social ties and the regularities between them in terms of employee relations and their impact on the operation of the enterprise	[SW4] test/exam - oral or written
	[EKONMU2_W03] has an in-depth knowledge of relations between economic phenomena, entities and organisations as well as public institutions functioning in the national, international and intercultural spheres	has in-depth knowledge of the relationships between phenomena and employee behaviors in an international and national context	[SW4] test/exam - oral or written
	[EKONMU2_W02] has an in-depth knowledge of various types of existing economic entities and organisations as well as an extended knowledge of public institutions	has in-depth knowledge of the different types of existing economic entities and organizations and extended knowledge of public institutions responsible for social and environmental reporting issues	[SW4] test/exam - oral or written
	[MSGMU2_U05] can apply the rules and standards of business activity in order to solve complex and atypical problems arising from international economic cooperation	is able to use the rules and standards of business activity in order to solve complex and unusual problems resulting from international economic cooperation, taking into account the problems of development and functioning of organizational cultures	[SU4] test/exam - oral or written
	[MSGMU2_U02] can observe, evaluate and critically analyse the causes and course of processes and phenomena taking place in the open economy; can formulate his/her own opinions on the subject, interpret statistical data and economic indicators necessary in this respect, and also forecast economic processes and phenomena using advanced methods and tools applied in economic sciences	is able to observe, evaluate and critically analyze the causes and course of processes and phenomena occurring in the open economy and assess their impact on the functioning of organizational cultures in the international context	[SU4] test/exam - oral or written
	[MSGMU2_W10] has an in-depth knowledge of the legal, cultural and financial conditions related to business operations, in particular those of an international nature	has in-depth knowledge of the legal, cultural and financial conditions related to the functioning of organizational cultures in various types of start-ups on international markets	[SW4] test/exam - oral or written
	[MSGMU2_W09] has an in-depth knowledge of selected areas of the functioning of a modern enterprise in the national and international environment; understands the conditions, principles and consequences of decisions taken in its structures aiming at the development, and the dependencies among enterprises on the international market	has in-depth knowledge of the functioning of a modern enterprise in the area of employee relations in the national and international environment	[SW4] test/exam - oral or written
	[MSGMU2_W07] has an in-depth knowledge of selected (legal, organisational, ethical) rules and norms conditioning the functioning of economic structures and institutions on the international market; understands the regularities governing them, changes occurring in them and their sources, and their impact on the functioning of economic entities	has in-depth knowledge of selected rules and norms (legal, organizational, ethical) that determine the functioning of organizational cultures on the international market	[SW4] test/exam - oral or written

	Course outcome	Subject outcome	Method of verification
	[MSGMU2_W04] has an in-depth knowledge of different types and elements of economic structures and institutions, including institutions, organisations and economic entities; understands the causes, course, scale and consequences of changes occurring in them, as well as relations between them on a national, international and intercultural scale; knows the theories explaining relations among them	has in-depth knowledge of various types and elements of economic structures and institutions, including institutions, organizations and business entities in the area of building and managing organizational cultures	[SW4] test/exam - oral or written
	[MSGMU2_W03] knows and understands types of economic ties and the regularities governing them; understands the conditions and principles of the functioning of the market and the market mechanism in the national, international and global aspect	knows and understands the types of economic relations and the rules governing them in the area of functioning of various organizations	[SW4] test/exam - oral or written
	[EKONMU2_K04] is ready to think and act in an entrepreneurial manner; adapts to new situations and conditions; undertakes challenges of creative thinking; acquires resilience to failures; can assess risks and threats and find ways of counteracting their effects	is ready to think and act in an entrepreneurial manner while respecting the principles of corporate social responsibility	[SK4] test/exam - oral or written
	[EKONMU2_U07] can independently propose solutions to complex economic or social problems, select methods of analysis and conduct conclusive procedures in this respect	is able to independently propose solutions to complex problems related to human capital management	[SU4] test/exam - oral or written
	[EKONMU2_W05] has an extended knowledge of the human being as a manufacturer and consumer and extended knowledge of the human being as a creator of culture and social structures	has extensive knowledge of employees as participants and animators of organizational culture	[SW4] test/exam - oral or written
	[EKONMU2_U05] uses (legal, professional, ethical) normative systems and can effectively solve complex economic and social problems using them	uses normative systems related to human capital management	[SU4] test/exam - oral or written
	[EKONMU2_U01] can creatively interpret and explain economic and social phenomena and relations between them, using acquired knowledge of economics, finance and management sciences	is able to creatively interpret and explain economic and social phenomena and the relationships between these phenomena, using their knowledge of human capital management	[SU4] test/exam - oral or written
Subject contents	1. Mentoring 2. Coaching 3. Leadership 4. Motivation 5. Professional adaptation 6. Mentor as an advocate of interests 7. Time management 8. Work organization 9. Decision-making 10. Age management Any doubts related to the lecture topics and questions regarding the course material are addressed during consultation hours. Participation in consultations enables the clarification of substantive issues and deepens the understanding of subject-related concepts.		
Prerequisites and co-requisites			

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	10 partial tests	51.0%	100.0%
Recommended reading	Basic literature	Manual "Standard "Employment Fair Play". Responsible human resources management with age management taken into account." showing the process of building a human resources management strategy with age management strategy taken into account based on the ZFP standard, including many practical examples and solutions used by companies. Manual "Become a mentor" E-platform user manual Available at: http://www.zostanmentorem.iped.pl/pliki/Podrecznik_Zostan_Mentorem.pdf	
	Supplementary literature	Najlepsze praktyki z opracowania strategii zarządzania zasobami ludzkimi z uwzględnieniem zarządzania wiekiem i mentoringu w oparciu o standard Zatrudnienie Fair Play Praca zbiorowa pod redakcją: Anny Szcześniak Autorzy: Mieczysław Bąk Paulina Bednarz Przemysław Kulawczuk Anna Szcześniak http://www.zostanmentorem.iped.pl/publikacje.html	
	eResources addresses		
Example issues/ example questions/ tasks being completed	Test of 100 multiple choice test questions, in parts of 10 questions to be answered after each study of the material, with the possibility of improvement.		
Work placement	Not applicable		

Document generated electronically. Does not require a seal or signature.