

## Subject card

|                                             |                                                                                                                                                         |                                                          |                                         |                                     |                                                                          |            |     |
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| Subject name and code                       | Building Skills for Managerial Action in Multinational Corporations. Practical Exercises, PG_00094028                                                   |                                                          |                                         |                                     |                                                                          |            |     |
| Field of study                              | Economics, International Economic Relations                                                                                                             |                                                          |                                         |                                     |                                                                          |            |     |
| Date of commencement of studies             | October 2024                                                                                                                                            |                                                          | Academic year of realisation of subject |                                     | 2025/2026                                                                |            |     |
| Education level                             | Master's studies                                                                                                                                        |                                                          | Subject group                           |                                     | Obligatory subject group in the field of study<br>Optional subject group |            |     |
| Mode of study                               | full-time studies                                                                                                                                       |                                                          | Mode of delivery                        |                                     | at the university                                                        |            |     |
| Year of study                               | 2                                                                                                                                                       |                                                          | Language of instruction                 |                                     | Polish                                                                   |            |     |
| Semester of study                           | 4                                                                                                                                                       |                                                          | ECTS credits                            |                                     | 5.0                                                                      |            |     |
| Learning profile                            | academic                                                                                                                                                |                                                          | Assessment form                         |                                     | credit                                                                   |            |     |
| Conducting unit                             |                                                                                                                                                         |                                                          |                                         |                                     |                                                                          |            |     |
| Name and surname of lecturer (lecturers)    | Subject supervisor                                                                                                                                      |                                                          | mgr Christian Orobello                  |                                     |                                                                          |            |     |
|                                             | Teachers                                                                                                                                                |                                                          | mgr Christian Orobello                  |                                     |                                                                          |            |     |
| Lesson types                                | Lesson type                                                                                                                                             | Lecture                                                  | Tutorial                                | Laboratory                          | Project                                                                  | Seminar    | SUM |
|                                             | Number of study hours                                                                                                                                   | 0.0                                                      | 30.0                                    | 0.0                                 | 0.0                                                                      | 0.0        | 30  |
|                                             | 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                                                                                                                                   | 30                                                       |                                         | 0.0                                 |                                                                          | 0.0        | 30  |
| Subject objectives                          | Students will learn about the differences in management in multicultural environments and how to build their skills to get the best out of their teams. |                                                          |                                         |                                     |                                                                          |            |     |

| Learning outcomes | Course outcome                                                                                                                                                                                                                                                                                                                                              | Subject outcome                                                                                                                                                                                                            | Method of verification                                                                                                                           |
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|                   | [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                                                                                                                                                                           | Students demonstrate their understanding of the human impact on economic and financial structures and how this can best be harnessed.                                                                                      | [SW1] oral statement/<br>conversation/discussion<br>[SW5] implementation of a problem task                                                       |
|                   | [EKONMU2_W07] has an in-depth knowledge of economic and financial principles governing the functioning and management of economic entities and organisations, as well as of systems of legal, organisational, professional, moral and ethical norms and rules organising public structures and institutions, both in the national and international spheres | Can use sound financial and economic principles to evaluate the norms impacting public structures and international business.                                                                                              | [SW1] oral statement/<br>conversation/discussion<br>[SW5] implementation of a problem task                                                       |
|                   | [EKONMU2_W08] has an in-depth knowledge of processes occurring in enterprises and economic organisations and with related areas, as well as of processes of change in public institutions; knows methods of research on the regularities governing these changes, taking into account the influence of external stakeholders on them                        | Students can demonstrate their knowledge of change theory and how it relates to the course material in an international context.                                                                                           | [SW4] 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                                                                                                                                                         | Students understand and can demonstrate their knowledge of the place economics holds within the larger lexicon of social sciences.                                                                                         | [SW1] oral statement/<br>conversation/discussion                                                                                                 |
|                   | [MSGMU2_W02] knows an advanced terminology in the field of international economics, international economic relations and complementary disciplines                                                                                                                                                                                                          | Students can use proper terminology to express their ideas and opinions as they relate to the course material.                                                                                                             | [SW1] oral statement/<br>conversation/discussion                                                                                                 |
|                   | [MSGMU2_W05] has an in-depth knowledge of the world economy, principles of global market functioning and international financial relations as well as the process of their evolution; understands the causes, regularities and consequences of occurring changes                                                                                            | Students can connect the changes made in an international corporation to the related consequences in the global economy.                                                                                                   | [SW1] oral statement/<br>conversation/discussion<br>[SW5] implementation of a problem task                                                       |
|                   | [MSGMU2_W06] knows and understands the fundamental dilemmas related to globalisation and the formation of contemporary international economic relations                                                                                                                                                                                                     | Students can demonstrate knowledge of a global economy and how the decisions of corporations impact the global economy.                                                                                                    | [SW1] oral statement/<br>conversation/discussion<br>[SW5] implementation of a problem task                                                       |
|                   | [MSGMU2_U03] can identify and analyse relations between business entities and institutions in their national and international environment                                                                                                                                                                                                                  | Students will identify the relationship between businesses and public institutions in an international environment and use their knowledge to create meaningful solutions to the problems inherent in such an environment. | [SU1] oral statement/conversation/<br>discussion<br>[SU4] test/exam - oral or written<br>[SU8] observation of student's independent or team work |
|                   | [EKONMU2_U11] has language skills in the field of economics, which comply with the requirements of level B2+ according to the Common European Framework of Reference for Languages                                                                                                                                                                          | Students will be able to express themselves using economic terms at least at a B2 English level.                                                                                                                           | [SU1] oral statement/conversation/<br>discussion<br>[SU4] 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                                                                                                                                                                                      | Students will demonstrate their ability to problem-solve hypothetical issues facing multinational corporations.                                                                                                            | [SU1] oral statement/conversation/<br>discussion<br>[SU8] observation of student's independent or team work                                      |

| Course outcome                                                                                                                                                                                                                                                                                                                                           | Subject outcome                                                                                                                                                                                               | Method of verification                                                                                                                       |
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| [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                                                                  | Students can express their informed opinions on a variety of economic and management subjects.                                                                                                                | [SU1] oral statement/conversation/discussion<br>[SU4] test/exam - oral or written<br>[SU8] observation of student's independent or team work |
| [EKONMU2_U01] can creatively interpret and explain economic and social phenomena and relations between them, using acquired knowledge of economics, finance and management sciences                                                                                                                                                                      | Students will be able to both explain and interpret economic and social phenomena as they relate to the course content.                                                                                       | [SU1] oral statement/conversation/discussion<br>[SU4] test/exam - oral or written                                                            |
| [MSGMU2_W14] has an in-depth knowledge of the human being as an individual making economic decisions, acting in social structures and organisational units, in particular in enterprises operating on the international market                                                                                                                           | Students will demonstrate their understanding of the human component of economics and their influence on the social structures and organizational units governing international businesses.                   | [SW4] test/exam - oral or written<br>[SW1] oral statement/conversation/discussion                                                            |
| [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                                                                                                                                                                                    | Students will show through their classwork an understanding of the legal, cultural, and financial decisions guiding business operations in an international corporation.                                      | [SW1] oral statement/conversation/discussion<br>[SW5] implementation of a problem task                                                       |
| [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 | Students can show they have considerable knowledge of the economic structures guiding business decisions on the international market and how these changes impact the company and the people working with it. | [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                                                                                                      | Students can show their knowledge of the economic ties impacting the global market and how managerial decisions impact these functions.                                                                       | [SW4] test/exam - oral or written<br>[SW1] oral statement/conversation/discussion<br>[SW5] implementation of a problem task                  |
| [EKONMU2_W01] has an in-depth knowledge of the nature of social sciences and their place in the system of sciences; understands the differences between contemporary trends in economic thought; knows the claims of contemporary economic theories                                                                                                      | Students can understand how social sciences impact multinational corporations and can use contemporary theories to explain this relationship.                                                                 | [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                                                                                                                                                                                         | Students show a wide range of knowledge of economic entities and their interaction with public institutions.                                                                                                  | [SW1] oral statement/conversation/discussion<br>[SW5] implementation of a problem task                                                       |
| [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                                                                                                                                          | Students show their understanding of the interconnected nature of multinational corporations as they relate to economic phenomena and legacy institutions.                                                    | [SW5] implementation of a problem task                                                                                                       |
| [MSGMU2_U15] has language skills in the field of economics which comply with the requirements of level B2+ of the Common European Framework of Reference for Languages                                                                                                                                                                                   | Students will be able to express their knowledge of economics using at least B2 English                                                                                                                       | [SU1] oral statement/conversation/discussion<br>[SU4] test/exam - oral or written<br>[SU8] observation of student's independent or team work |

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|                                                                | Course outcome                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Subject outcome                                                                                                                                                                                                    | Method of verification                                                                                                                            |
|                                                                | [MSGMU2_U12] can manage teamwork, cooperate and work in a team, in particular an international one, taking a leading role in it                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Students will work within teams for classwork and demonstrate the ability to collaborate with international students and respect individual opinions.                                                              | [SU1] oral statement/conversation/discussion<br>[SU8] observation of student's independent or team work                                           |
|                                                                | [MSGMU2_U08] can communicate in an international and culturally diverse environment, using advanced terminology of international economic relations; supports his/her position, doubts and suggestions with argumentation based on selected theories, opinions of various authors and/or statistical data                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Students will demonstrate their knowledge of economics and management using selected theories and information from various authors within the context of an international environment respecting diverse opinions. | [SU1] oral statement/conversation/discussion<br>[SU5] implementation of a problem task<br>[SU8] observation of student's independent or team work |
| Subject contents                                               | <div>1. The Art and Science of Management in International Environment presentation<div>1. i. Lecture</div><div>2. ii. Questions</div><div>3. iii. Activity on leaders</div></div> <div>2. How Does SAS Incorporate the P-O-L-C Framework? case study discussion</div> <div>3. Managers Effective Communication presentation and communication exercise</div> <div>4. Problem-Solving in multicultural environment exercise</div> <div>5. Career Plan and Personal Development Plans of Managers presentation and design of the career plan</div> <div>6. Performance, How to Measure and Improve it: Improve the Process to Make It Meaningful presentation and process improvement exercise</div> <div>7. Successful Company Attributes mapping the main features exercise of successful and unsuccessful companies</div> <div>8. Company Culture A Global Perspective</div> <div>9. Mid Term Test</div> <div>10. Critical Thinking</div> <div>11. Motivation in Multinationals. Motivating People of Different Cultures presentation and</div> <div>Google Knows How to Motivate discussion and group exercise (3<sup>rd</sup> introduction to students group projects)</div> <div>1. Design of Motivation System in Multinationals - students group project presentation</div> <div>2. Final Exam</div> |                                                                                                                                                                                                                    |                                                                                                                                                   |
| Prerequisites and co-requisites                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                    |                                                                                                                                                   |
| Assessment methods and criteria                                | Subject passing criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Passing threshold                                                                                                                                                                                                  | Percentage of the final grade                                                                                                                     |
|                                                                | Final Exam                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 51.0%                                                                                                                                                                                                              | 34.0%                                                                                                                                             |
|                                                                | Mid Term                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 51.0%                                                                                                                                                                                                              | 33.0%                                                                                                                                             |
|                                                                | Attendance and Participation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 51.0%                                                                                                                                                                                                              | 33.0%                                                                                                                                             |
| Recommended reading                                            | Basic literature                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | provided by the instructor                                                                                                                                                                                         |                                                                                                                                                   |
|                                                                | Supplementary literature                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | provided by the instructor                                                                                                                                                                                         |                                                                                                                                                   |
|                                                                | eResources addresses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                    |                                                                                                                                                   |
| Example issues/<br>example questions/<br>tasks being completed |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                    |                                                                                                                                                   |

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| Work placement | Not applicable |
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