

Subject card

Subject name and code	Employee Wellbeing, PG_00177872						
Field of study	Management						
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 Subject group related to scientific research in the field of study	
Mode of study	full-time studies		Mode of delivery			at the university	
Year of study	1		Language of instruction			Polish	
Semester of study	2		ECTS credits			6.0	
Learning profile	academic		Assessment form			credit	
Conducting unit	Department of Organisational Behaviour -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Agata Borowska-Pietrzak				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	60.0	0.0	0.0	0.0	60
	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	60		4.0		86.0	150
Subject objectives	The aim of the subject is to develop advanced skills in students in diagnosing, designing and implementing activities supporting employee well-being in an organization by integrating knowledge from the field of occupational psychology, human resources management and health economics. Students will learn about modern concepts of well-being, stress management, empowerment and mental resilience (including the BASIC Ph method), learning the practical application of tools supporting mental and social health in the workplace. The subject also shapes the ability to counteract negative organizational phenomena, such as burnout, mobbing or counterproductive behavior.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_U05] The student can identify and correctly apply legal, professional, and ethical standards in business decision-making.	The student assesses and analyses the organizational context and social implications of ethical well-being management in business practice.	[SU2] presentation/project/paper/report [SU5] implementation of a problem task
	[ZARZMU2_W08] The student possesses a deep understanding of management processes, including their objectives, specificity, complexity, and how they relate to other organizational processes, alongside the challenges and dilemmas presented by a dynamically changing environment.	The student recognizes problems related to the importance of employee well-being as an integral element of organizational management processes.	[SW4] test/exam - oral or written [SW2] presentation/project/paper/report
	[ZARZMU2_W04] The student possesses a deep understanding of human behavior, including individual, group, and organizational dynamics within an organization.	The student analyzes and interprets knowledge about factors influencing employee well-being and their impact on the functioning of the individual and the team in the workplace.	[SW4] test/exam - oral or written [SW2] presentation/project/paper/report
	[ZARZMU2_U06] Students can utilize and integrate structured, detailed knowledge of management, quality sciences, economics, and finance to address dilemmas and formulate solutions, including innovative ones, to complex or atypical management problems that arise in professional settings.	The student provides information on an interdisciplinary approach to designing and implementing innovative solutions supporting well-being in the work environment.	[SU2] presentation/project/paper/report [SU5] implementation of a problem task
Subject contents	1. Introduction to the concept of well-being in the workplace Models and components of well-being: mental, physical, social, spiritual Well-being as an element of sustainable HRM and ESG strategy 2. Psychological foundations of employee well-being Positive psychology at work (Seligman, Ryff, Csikszentmihalyi) Psychological empowerment and a sense of agency in the professional environment 3. Stress management in the organization Sources of occupational stress and organizational stressors Stress management models (including the transactional model of Lazarus and Folkman) Workshop: diagnosis of stressors and design of coping strategies in the workplace 4. Building employee mental resilience Concepts of resilience and hardiness in HRM BASIC Ph Moola Lahada method identification of resilience channels and application in individual and team work Individual and group exercises based on BASIC Ph 5. Diagnosis of well-being and threats in the work environment as a job satisfaction study Measurement tools: questionnaires, interviews, psychosocial indicators, PASZ method Case analysis: interpretation of results and formulation of corrective actions 6. Counteracting counterproductive behavior and mobbing The role of HR in preventing mobbing, discrimination and exclusion Organizational culture as a risk and protection factor Case study: creating anti-mobbing and intervention policies 7. Designing psychological and social support programs Elements of an effective support program (EAP, wellbeing, coaching, mentoring) Designing interventions in crisis situations (restructuring, burnout, trauma) Workshop: developing a support program for a selected group of employees 8. Well-being in the context of diversity and inclusiveness Different needs of different generations and social groups (BBZ, neurodiverse people, migrants) DEI and well-being inclusive HR programs		
Prerequisites and co-requisites	Students should be familiar with basic concepts and theories in human resource management and organizational behavior.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	the project and its presentation	51.0%	40.0%
	written test	51.0%	60.0%
Recommended reading	Basic literature	1. Molek Winiarska D. (2020), Interwencje antystresowe w organizacji. Modele. Zarządzanie. Efektywność, Wyd. UE Wrocław. 2. Tabor-Błażewicz J. (2023), Dobrostan pracowników. Koncepcje, zadania wyniki badań, SGH Warszawa. 3. Borowska-Pietrzak (2023), Satysfakcja zawodowa pracowników. Konsekwencje dla zarządzania kapitałem ludzkim, Wyd. UG. 4. Blanchard K., Carols JP (2019) Empowerment. Odkryj ukrytą moc twoich pracowników, OnePress.	
	Supplementary literature	1. Kisiel-Dorohinicki, W. (2020). Tylko bez nerwów. Zarządzanie stresem w pracy. OnePress. 2. Lahad M., Schacham M., (2012) The BASIC Ph Model of Coping and Resiliency: Theory, Research and Cross-Cultural Application, Jessica Kingsley Publishers. 3. Csikszentmihalyi M. (2022) Flow. Stan przepływu, Wyd. Feeria.	

	eResources addresses	Basic https://www.ican.pl/sklep/ican-mustread-well-being-jak-dbac-o-dobrostan-pracownikow.html - Link to the presentation on taking care of the quality of work Supplementary https://web.swps.pl/strefa-psyche/wydarzenia/403-webinarium/25883-dobrostan-vs-szczescie-co-naprawde-daje-nam-speelnienie-webinar - Link to the seminar on job satisfaction
Example issues/ example questions/ tasks being completed		
Work placement	Not applicable	

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