

Subject card

Subject name and code	Innovation Culture in D&I Environment, PG_00177909						
Field of study	Management						
Date of commencement of studies	October 2025		Academic year of realisation of subject			2026/2027	
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	2		Language of instruction			Polish	
Semester of study	4		ECTS credits			4.0	
Learning profile	academic		Assessment form			credit	
Conducting unit	Department of Organisation and Management -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		prof. dr hab. Elżbieta Wojnicka-Sycz				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	15.0	0.0	0.0	0.0	45
	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	45		3.0		52.0	100
Subject objectives	Understand the culture of innovation and acquire the skills to manage it for the development of the organisation's innovation potential.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[ZARZMU2_U02] The student can identify complex issues related to the organization's operations, the processes within it, and its relationships with a changing environment, proposing appropriate and innovative solutions.		The student is able to manage the change in organisational culture towards a culture of innovation and projects.		[SU2] presentation/project/paper/report [SU4] test/exam - oral or written [SU5] implementation of a problem task		
	[ZARZMU2_W04] The student possesses a deep understanding of human behavior, including individual, group, and organizational dynamics within an organization.		The student understands the importance of personal characteristics and the role of teams in the development of an organisation's innovation potential.		[SW4] test/exam - oral or written [SW2] presentation/project/paper/report [SW5] implementation of a problem task		
	[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 is able to select from project management methodologies and other organisational and management methods, as well as elements of economic policy, those supporting the development of a culture of innovation.		[SU2] presentation/project/paper/report [SU4] test/exam - oral or written [SU5] implementation of a problem task		

Subject contents	1. innovation and its internal and external determinants. 2. Specificity of innovation culture. 3. Innovative organisational cultures according to the typology of innovative cultures. 4. Personal characteristics of innovators. 5. The role of project teams in innovation. 6. Specifics of innovative leadership. 7. Project management methodologies conducive to innovation. 8. importance of collaboration for innovation and culture of collaboration. 9. IT tools supporting design and collaboration in innovation. 10. The process of changing organisational culture towards a culture of innovation. 11. Policies to support the development of an organisation's innovation culture.		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	presentation	51.0%	30.0%
	test	51.0%	70.0%
Recommended reading	Basic literature	1. E.Wojnicka-Sycz (2020) Paradygmat systemowy w innowacyjności geneza, ewolucja i ocena. Gdańsk 2. M.Pichlak (2011) Rola innowatorów w procesie generowania i implementacji innowacji, Uniwersytet Ekonomiczny w Poznaniu Zeszyty Naukowe (187) 3. L.Zbiegień-Maciąg (2022/2005) Kultura w organizacji. Identyfikacja kultur znanych firm, Wydawnictwo Naukowe PWN	
	Supplementary literature	1. P.Sycz (2025) Metodyka ograniczania marnotrawstwa w projektach IT, Gdańsk 2. W. Chan Kim, Renée Mauborgne (2005) Strategia błękitnego oceanu, MT Biznes 3. E.Wojnicka-Sycz (2013) Narzędzia ICT wspierające proces innowacyjny, Zarządzanie i Finanse 1, 4 cz.1	
	eResources addresses	Supplementary http://www.parp.gov.pl - website of agency promoting innovation https://rsi.podkarpackie.pl/wp-content/uploads/2022/10/Ekspertyza-dotyczaca-dobrych-praktyk.pdf - expertise	

Example issues/ example questions/ tasks being completed	Organisational culture of known innovators Innovation culture Changing organisational culture Agile project management methodologies Innovation models Innovation support Traits of innovators
Work placement	Not applicable

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