

Subject card

Subject name and code	Master Seminar 1, PG_00178335						
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 Polish		
Semester of study	2		ECTS credits		2.0		
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 hab. Piotr Wróbel				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	0.0	0.0	0.0	30.0	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		4.0		16.0	50
Subject objectives	Preparation of the thesis in accordance with ethical standards and the rules of academic writing as specified by the Dean of the Faculty. Preparation for the defence of the thesis.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_K01] The student is prepared to gain and enhance the knowledge required to solve both cognitive and practical problems, particularly in the areas of management and quality sciences. Additionally, the student is capable of critically evaluating the knowledge and content received and will seek guidance from experts if they encounter difficulties in resolving a problem independently.	The student utilises the collected theoretical material to address the aim and research problem formulated for the thesis and demonstrates preparedness for further in-depth study and critical analysis, recognising the need for continuous updating of sources necessary for the proper preparation of the work.	[SK1] oral statement/conversation/discussion [SK3] text preparation/written work
	[ZARZMU2_U07] Students can create detailed written papers, including reviews, analyses, or research, along with presentations and oral discussions on management topics.	The student develops a preliminary outline of the Master's thesis, specifying its plan, structure, literature, and key theoretical, methodological and practical assumptions concerning the chosen research problem.	[SU3] text preparation/written work
	[ZARZMU2_W06] The student possesses a thorough understanding of the principles of rational decision-making related to individual resources, functional areas within the organization, processes, and management levels. This understanding is based on a well-structured and theory-supported foundation in management, quality sciences, economics, and finance.	The student defines the principles of substantive and formal preparation for writing the Master's thesis and selects appropriate core academic literature relevant to the chosen research problem.	[SW1] oral statement/conversation/discussion [SW3] text preparation/written work
	[ZARZMU2_U01] Students can analyze and creatively interpret complex social and economic processes in business decision-making. They use structured knowledge and tools from management, quality sciences, economics, and finance.	The student identifies, selects and analyses academic literature and other relevant sources, as well as economic and market phenomena necessary for writing the Master's thesis.	[SU1] oral statement/conversation/discussion [SU3] text preparation/written work
	[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 identifies topics and issues related to the phenomenon under study, which should be reflected in the structure of the Master's thesis, and identifies how these issues should be interrelated within the work.	[SU1] oral statement/conversation/discussion [SU3] text preparation/written work

Subject contents

1. Familiarisation with ethical principles for writing an academic thesis.
2. Formulation of the research problem and objective of the thesis.
3. Development of the plan and structure of the thesis.
4. Preparation of appropriate, up-to-date literature and materials.

Seminar topics:

Dr hab. Tomasz Kawka

- The application of non-standard forms of employment in enterprises.
- Employee motivation in the context of civilisational and technological changes.
- The impact of incentive systems on employee engagement and job satisfaction.
- Generation Z attitudes towards the work environment and organisational challenges.
- The impact of financial participation on employee motivation and performance.
- The role of soft skills in reducing occupational stress and fostering professional development.
- Analysis of the effectiveness of employee appraisal systems in the context of pay differentiation.
- Challenges in managing generational diversity in the contemporary labour market.
- Talent management models in knowledge-based organisations.
- The importance of HR technologies in personnel decision-making.
- HR controlling as a tool for optimising human resource management processes.
- The use of artificial intelligence in recruitment and employee selection processes.

Dr hab. Piotr Sliż

- Green competencies in the era of sustainable development.
- Digital competencies in the digital economy.
- The role of the employee and leader in a process-oriented organisation.
- The role of the employee and leader in a process-project organisation.
- Flexible organisational structures.

	- Business process management. Dr hab. Piotr Walentynowicz - Organisational change and restructuring. - Development and continuous improvement of modern organisations. - Employee motivation. - Managerial decision-making. - Solving organisational problems. - Project management. - Organisational behaviour (with particular emphasis on organisational culture management). Dr hab. Piotr Wróbel - Leadership. - Organisational culture. - Remote work, hybrid work, four-day working week. - Internal communication, electronic communication. - The use of AI in HR processes. - Organisational behaviour. - Change management, restructuring. - Management of organisations at different stages of development. - Diversity management (DEI), women in management, workplace discrimination.		
	Prerequisites and co-requisites		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	written report	51.0%	100.0%
Recommended reading	Basic literature	Literature used by the student in the preparation of the thesis, verified by the thesis supervisor R. Zenderowski, Technika pisania prac magisterskich i licencjackich, CeDeWu, Warszawa 2023. S. Sudół, Nauki o zarządzaniu. Węzłowe problemy i kontrowersje, TNOiK, Toruń 2007.	
	Supplementary literature	M. Węglińska, Jak pisać pracę magisterską? Oficyna Wydawnicza Impuls, 2010.	

	eResources addresses	
Example issues/ example questions/ tasks being completed	-	
Work placement	Not applicable	

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