

## Subject card

|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                          |                                         |                                     |                                                                                                                                                |            |     |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----|
| Subject name and code                       | Wellbeing and Stress Management in Business, PG_00178778                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                          |                                         |                                     |                                                                                                                                                |            |     |
| 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<br>Optional subject group<br>Subject group related to scientific research in the field of study |            |     |
| Mode of study                               | part-time studies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                          | Mode of delivery                        |                                     | at the university                                                                                                                              |            |     |
| Year of study                               | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                          | Language of instruction                 |                                     | Polish<br>Polish                                                                                                                               |            |     |
| Semester of study                           | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                          | ECTS credits                            |                                     | 5.0                                                                                                                                            |            |     |
| Learning profile                            | academic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                          | Assessment form                         |                                     | credit                                                                                                                                         |            |     |
| Conducting unit                             | Rector                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                          |                                         |                                     |                                                                                                                                                |            |     |
| Name and surname of lecturer (lecturers)    | Subject supervisor                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                          | prof. dr hab. Małgorzata Wiśniewska     |                                     |                                                                                                                                                |            |     |
|                                             | Teachers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                          |                                         |                                     |                                                                                                                                                |            |     |
| Lesson types                                | Lesson type                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Lecture                                                  | Tutorial                                | Laboratory                          | Project                                                                                                                                        | Seminar    | SUM |
|                                             | Number of study hours                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 0.0                                                      | 32.0                                    | 0.0                                 | 0.0                                                                                                                                            | 0.0        | 32  |
|                                             | 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 32                                                       |                                         | 2.0                                 |                                                                                                                                                | 91.0       | 125 |
| Subject objectives                          | Familiarizing students with the phenomenon of sustainable well-being in the workplace from a practical, workshop perspective, consisting in understanding the meaning of this phenomenon, recognizing, selecting and applying measurement tools and methods of intervention that support achieving a state of well-being, so as to combine professional and personal well-being. As part of the course, students will prepare to design and evaluate their own well-being programs. They will participate in the integration of knowledge, presentation of projects and planning the transfer of skills to real organizations. |                                                          |                                         |                                     |                                                                                                                                                |            |     |

| 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 uses appropriate, proven methods of coping with stress and mindfulness techniques, and also uses job crafting to build engagement and meaning in the workplace.                                                                                                                                                                                                                                                                                                                                                                                                    | [SU2] presentation/project/paper/report |
|                                 | [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 identifies and defines personal conditions and threats in business, their connections with stress and burnout, and explains the meaning and essence of positive business, as well as appropriate work culture, including the spiritual climate and just culture.                                                                                                                                                                                                                                                                                                   | [SW2] presentation/project/paper/report |
|                                 | [ZARZMU2_U09] The student can independently plan and implement the learning process, improve professional skills in lifelong management, and guide others in this area.                                                                                                                                                                                                                                              | The student applies methods that allow him to shape his duties and the way of performing work to better suit his needs and preferences in order to increase commitment, satisfaction and a sense of meaning in work                                                                                                                                                                                                                                                                                                                                                            | [SU2] 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, based on the knowledge acquired during classes, designs and evaluates his/her own well-being programmes.                                                                                                                                                                                                                                                                                                                                                                                                                                                          | [SU2] 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 explains the concepts and ideas in the field of work ergonomics, the importance and impact of well-being in the workplace and the balance between professional and personal well-being.                                                                                                                                                                                                                                                                                                                                                                            | [SW4] test/exam - oral or written       |
| Subject contents                | 1. Personal conditions and threats in business<br>2. Stress and burnout in the workplace<br>3. Positive business essence and meaning<br>4. Job crafting building engagement and meaning in the workplace<br>5. Well-being and methods of measuring it<br>6. Work culture and just culture<br>7. Spirituality in the workplace<br>8. Stress management techniques<br>9. Mindfulness techniques<br>10. Work ergonomics |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                         |
| Prerequisites and co-requisites |                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                         |
| Assessment methods and criteria | Subject passing criteria                                                                                                                                                                                                                                                                                                                                                                                             | Passing threshold                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Percentage of the final grade           |
|                                 | Written project                                                                                                                                                                                                                                                                                                                                                                                                      | 51.0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 60.0%                                   |
|                                 | Written colloquium                                                                                                                                                                                                                                                                                                                                                                                                   | 51.0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 40.0%                                   |
| Recommended reading             | Basic literature                                                                                                                                                                                                                                                                                                                                                                                                     | 1. Seligman M.E.P., Fullness of Life. The Path to Discovering Meaning and Fulfillment, Media Rodzina, Poznań 2011.<br>Diener E., Biswas-Diener R., Happiness. Discovering Psychological Richness, Smak Słowa, Sopot 2010.<br>2. Czerw A., Psychological Model of Well-Being at Work. The Value and Meaning of Work, PWN Scientific Publishing House, Warsaw 2017.<br>3. Kulig-Moskwa K.(ed.), Well-Being in an Organization. What? How? Why?, Infor, Warsaw 2018.<br>4. Fava G.A., Therapy for Mental Well-Being. Treatment and Clinical Applications, Moc Media, Krakow 2023. |                                         |

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|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                | Supplementary literature                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p>1. Stephen J., P. Alex Linley (eds.), Positive Psychology in Practice, PWN Scientific Publishing House, Warsaw 2007.</p> <p>2. Bachim S., Positive Psychology. 100 Simple Techniques for Every Situation, Vital, Białystok 2023.</p> <p>3. Mościcka-Taylor A., Stress and Burnout Management, Difin, Warsaw 2022.</p> <p>4. Wiśniewska M., and Piotrowicz W., Staff Safety Culture in the Process of Brain Death Ascertainment and Organ Retrieval for Transplantation, Modern Medicine: Studies on Medical Culture, 2024, vol. 30, pp. 7192.</p> <p>5. Wiśniewska M., Workplace spirituality assessment. Systematic literature review based on PRISMA model, European Journal of Science and Theology, 2024, vol. 20, no. 6, pp. 105-132</p> <p>6. Wiśniewska M., Workplace spirituality, spiritual climate and patient safety culture, European Journal of Science and Theology, 2023, vol. 19, no. 5, pp. 75-88</p> <p>7. Wiśniewska M., Organizational culture and cultures strengthening the improvement of healthcare entities, Spatium Publishing House, Radom 2022; Chapters 2 and 4.</p>                                                                                                                          |
|                                                                | eResources addresses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <p>Basic</p> <p><a href="https://instytutbezstresu.pl/psychologia-pozytywna-jak-kultuwowac-pozytywne-myslenie-i-zwiekszac-poczucie-szczescia-w-codziennym-zyciu/">https://instytutbezstresu.pl/psychologia-pozytywna-jak-kultuwowac-pozytywne-myslenie-i-zwiekszac-poczucie-szczescia-w-codziennym-zyciu/</a> - Psychologia-Pozytywna.com.pl – a portal popularizing the scientific foundations of well-being</p> <p><a href="https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/burnout/art-20046642">https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/burnout/art-20046642</a> - Mayo Clinic: Job burnout</p> <p><a href="https://icd.who.int/en">https://icd.who.int/en</a> - WHO ICD-11: Definition of burnout</p> <p>Supplementary</p> <p><a href="https://inw-spatium.pl/2021/03/03/kultura-organizacyjna-oraz-kultury-wzmacniajace-doskonalenie-podmiotow-opieki-zdrowotnej/">https://inw-spatium.pl/2021/03/03/kultura-organizacyjna-oraz-kultury-wzmacniajace-doskonalenie-podmiotow-opieki-zdrowotnej/</a> - Wiśniewska M., Organizational culture and cultures strengthening the improvement of healthcare entities, Spatium Publishing House, Radom 2022; Chapters 2 and 4.</p> |
| Example issues/<br>example questions/<br>tasks being completed | <p>1. Which of the following factors is most often considered a high source of stress in intellectual work? A. Limited autonomyB. Excessive task loadC. Clearly defined goalsD. Mentor support</p> <p>2. Karasek's JobDemandControl model assumes that the most beneficial for mental health are positions that:A. have low demands and low controlB. have low demands and high controlC. have high demands and low controlD. have high demands and high control</p> <p>3. Which form of work flexibility is an example of time flexibility? A. TeleworkB. Flexible start time (flextime)C. Virtual officeD. Task-based pay system</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Work placement                                                 | Not applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

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