

Subject card

Subject name and code	Employee in an Organization, PG_00178781						
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	part-time studies		Mode of delivery		at the university		
Year of study	1		Language of instruction		Polish Polish		
Semester of study	2		ECTS credits		6.0		
Learning profile	academic		Assessment form		exam		
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	16.0	16.0	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		116.0	150
Subject objectives	Familiarising students with the organisational determinants of decisions related to human capital management.						

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 diagnoses problems arising from a misalignment of organisational structure, management style, or HR policy, and designs appropriate HR solutions, taking into account the organisational context and external environment.	[SU5] implementation of a problem task
	[ZARZMU2_K02] The student is ready to perform professional roles responsibly, observe and develop the principles of professional ethics and act to comply with them, as well as to care for the development of achievements and maintain the ethos and tradition of professions related to management.	The student demonstrates readiness to make personnel decisions with an awareness of social responsibility, ethical values, and the impact of such decisions on employee well-being and development.	[SK4] test/exam - oral or written [SK5] implementation of a problem task
	[ZARZMU2_U05] The student can identify and correctly apply legal, professional, and ethical standards in business decision-making.	The student identifies and evaluates ethical and social dilemmas resulting from employee management and formulates recommendations that comply with applicable ethical standards and legal regulations, particularly with regard to HR activities and diversity management.	[SU2] presentation/project/paper/report [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 analyses and interprets complex relationships between organisational structure, organisational culture, and the role of the employee within the organisation, and explains how these factors influence individual and group behaviours.	[SW4] test/exam - oral or written
Subject contents	1. The role and responsibilities of managers. Relations between managers and HR units. Leadership styles and their impact on the team. The role of the leader in making personnel decisions. 2. Organising. Work time organisation. Workplace organisation. Challenges in managing remote employees and dispersed teams. Flexible forms of employment. Organisational structures, including the place of HR units within these structures. Organisational structure and human resource management. 3. Organisational strategy. The relationship between organisational strategy and HR policy. 4. The decision-making process, including personnel decision-making. 5. Organisational culture as a factor shaping employee behaviour. 6. The role of HR units in the change process. 7. Organisational development according to L. Greiners model. 8. The specifics of management in different types of organisations. 9. Selected management concepts and their impact on human capital management: outsourcing, virtual and networked organisations, learning organisations, management by objectives, benchmarking.		
Prerequisites and co-requisites	None		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	written project with presentation	51.0%	20.0%
	problem task	51.0%	30.0%
	written test	51.0%	50.0%
Recommended reading	Basic literature	1. M. Armstrong, <i>Zarządzanie zasobami ludzkimi</i>, Wolters Kluwer. Warszawa 2022. 2. R.W. Griffin, <i>Podstawy zarządzania organizacjami</i>, PWN, Warszawa 2022. 3. S.P. Robbins, T.A. Judge, <i>Zachowania w organizacji</i>, PWE, Warszawa 2022. 4. R. Rutka, P. Wróbel (red.), <i>Organizacja zachowań zespołowych</i>, PWE, Warszawa 2012.	
	Supplementary literature	1. M. Czerska, A. Szpitter, <i>Koncepcje zarządzania</i>. Podręcznik Akademicki, C.H. Beck, Warszawa 2010. 2. H. Czubasiewicz, P. Wróbel (red.), <i>Kultura organizacji. Uwarunkowania zewnętrzne i wewnętrzne oraz zmiana kulturowa</i>, Centrum Myśli Strategicznych, Sopot 2025. 3. K. Obłój, <i>Strategia organizacji</i>, PWE, Warszawa 2022.	
	eResources addresses		
	Example issues/ example questions/ tasks being completed	-	
Work placement	Not applicable		

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