

Subject card

Subject name and code	Decision-making, PG_00155819						
Field of study	Management of Healthcare Institutions						
Date of commencement of studies	October 2026	Academic year of realisation of subject			2028/2029		
Education level	Bachelor's studies	Subject group			Obligatory subject group in the field of study		
Mode of study	full-time studies	Mode of delivery			at the university		
Year of study	3	Language of instruction			Polish		
Semester of study	6	ECTS credits			2.0		
Learning profile	practical	Assessment form			exam		
Conducting unit	Zakład Zarządzania Zasobami Ludzkimi -> Department of Organisation and Management -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Beata Wierzbicka				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	15.0	0.0	0.0	0.0	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		0.0		20.0	50
Subject objectives	Students will acquire knowledge to understand the importance of efficient managerial decision-making and effective organizational problem-solving for the effective functioning of healthcare units and to develop the skills of efficient decision-making and effective organizational problem-solving in these units.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZISZL3_K02] The student applies an analytical approach to problem solving, is able to independently search for solutions, as well as use expert opinions.	The student is able to analyse problems and independently formulate solutions using expert opinions.	[SK1] oral statement/conversation/discussion [SK2] presentation/project/paper/report [SK5] implementation of a problem task [SK6] demonstration of practical skills [SK8] observation of student's independent or team work
	[ZISZL3_W03] The student knows and understands to an advanced degree the functions of management and the role of managers in their implementation, as well as ways to achieve the goals of health care units.	The student is able to identify management functions and the role of management in their implementation, understands the ways that help to achieve the goals of health care units.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW5] implementation of a problem task
	[ZISZL3_W01] The student has advanced knowledge of the discipline of management and quality sciences and understands its interrelationships with other social sciences.	The student is familiar with the concepts related to management and quality science and understands its relationship with other social sciences.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW5] implementation of a problem task
	[ZISZL3_U03] The student takes into account in the decision-making process its legal, ethical, social, environmental and economic consequences, while taking into account the specificity of the functioning of medical entities and taking into account the welfare of the patient.	The student takes into account the legal, ethical, social, ecological and economic consequences related to the decision-making process. At the same time, it is able to take into account the specifics of the functioning of medical entities.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU5] implementation of a problem task [SU6] demonstration of practical skills [SU8] observation of student's independent or team work
	[ZISZL3_U05] The student is able to correctly select and apply methods and tools used, inter alia, in management and quality sciences, economics, sociology adequate to the problem and specificity of management of medical entities.	In management and quality sciences, economics and sociological sciences, students apply methods and tools adequate to the problem and specificity of management of medical entities.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU5] implementation of a problem task [SU8] observation of student's independent or team work
	[ZISZL3_U06] The student is able to identify, forecast and simulate selected economic and social phenomena in relation to the macro scale (economy, demography, health), as well as in micro terms (medical entities) using methods and tools applied in management.	The student identifies and is able to use management tools to forecast selected economic and social phenomena on a macro scale (economy, demography, health), as well as on a micro scale (medical entities).	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU5] implementation of a problem task [SU8] observation of student's independent or team work
	[ZISZL3_W09] The student has knowledge of health care units, determinants shaping the effectiveness of their activities, taking into account regional and international aspects.	The student has knowledge about health care units, is able to determine the determinants shaping the effectiveness of their activities, taking into account regional and international aspects..	[SW1] oral statement/conversation/discussion [SW5] implementation of a problem task
	[ZISZL3_K04] The student is able to supplement and expand the acquired knowledge and skills, strives to interdisciplinarily combine knowledge from different fields and disciplines of science.	The student is able to supplement and expand the acquired knowledge and skills, tries to combine knowledge from various fields and disciplines of science in an interdisciplinary manner.	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task [SK6] demonstration of practical skills [SK8] observation of student's independent or team work
	[ZISZL3_K03] The student recognizes the complexity of social problems in the field of health care at the micro- and macro-structural level.	The student is able to assess the complexity of social problems in the area of health care on a micro and macrostructural scale.	[SK1] oral statement/conversation/discussion [SK2] presentation/project/paper/report [SK5] implementation of a problem task [SK8] observation of student's independent or team work

Subject contents	<p>1. Basic concepts of decision, decision-making process, problem. The relationship between decision-making and the management process. 2. Types of managerial decisions and organizational problems. 3. Decision-making process and problem-solving process. 4. Rationality of managerial decisions. 5. Methods and techniques of decision-making in individual decision-making situations (conditions) 6. Use of IT in the decision-making process. Methods and techniques supporting the solution of organizational problems.</p>								
Prerequisites and co-requisites	<p>A. Requirements</p> <p>Passing previous subjects covered by the study program.</p> <p>B. Additional requirements Mastering high-level knowledge in subjects such as: Fundamentals of management, Organizational behavior, Fundamentals of interpersonal communication, Negotiations and mediations</p>								
Assessment methods and criteria	<table border="1"> <thead> <tr> <th data-bbox="456 862 786 891">Subject passing criteria</th> <th data-bbox="798 862 1139 891">Passing threshold</th> <th data-bbox="1150 862 1487 891">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="456 896 786 925">problem-solving projects in teams</td> <td data-bbox="798 896 1139 925">100.0%</td> <td data-bbox="1150 896 1487 925">100.0%</td> </tr> </tbody> </table>	Subject passing criteria	Passing threshold	Percentage of the final grade	problem-solving projects in teams	100.0%	100.0%		
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Recommended reading	Basic literature	<p>1. J. Penc - Managerial decisions about the art of management, C. H. Beck. Publishing house, Warsaw 2001</p> <p>2. J. Supernat. - Decision-making and organizational techniques, KL Publishing house, Wroclaw 2000</p> <p>3. T. Tyszka, T. Zaleskiewicz - Rationality of decisions. Certainty and risk. PWE, Warsaw 2001</p>							
	Supplementary literature	<p>1. K. Bolesta Kukułka - Management decisions, PWE, Warsaw, 2004.</p> <p>2. T. Szapiro - What determines the decision? PWE, Warsaw 1993.</p> <p>3. S.P. Robbins - Effective decision-making, PWE, Warsaw 2005.</p>							
	eResources addresses								
Example issues/ example questions/ tasks being completed									
Work placement	Not applicable								

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