

Subject card

Subject name and code	Innovation Culture in D&I Environment, PG_00178820						
Field of study	Management						
Date of commencement of studies	October 2026	Academic year of realisation of subject			2027/2028		
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	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	16.0	8.0	0.0	0.0	0.0	24
	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	24	1.0	75.0	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_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		
	[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_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		

Subject contents	<ol style="list-style-type: none"> 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	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">Subject passing criteria</th> <th style="width: 33%;">Passing threshold</th> <th style="width: 33%;">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td>presentation</td> <td>51.0%</td> <td>30.0%</td> </tr> <tr> <td>test</td> <td>51.0%</td> <td>70.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	presentation	51.0%	30.0%	test	51.0%	70.0%
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Recommended reading	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%; vertical-align: top;">Basic literature</td> <td colspan="2" data-bbox="802 1133 1489 1464"> <ol style="list-style-type: none"> 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 </td> </tr> <tr> <td style="vertical-align: top;">Supplementary literature</td> <td colspan="2" data-bbox="802 1471 1489 1778"> <ol style="list-style-type: none"> 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 </td> </tr> <tr> <td style="vertical-align: top;">eResources addresses</td> <td colspan="2" data-bbox="802 1785 1489 1803"></td> </tr> </table>			Basic literature	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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		
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<p>Example issues/ example questions/ tasks being completed</p>	<p>Organisational culture of known innovators</p> <p>Innovation culture</p> <p>Changing organisational culture</p> <p>Agile project management methodologies</p> <p>Innovation models</p> <p>Innovation support</p> <p>Traits of innovators</p>
<p>Work placement</p>	<p>Not applicable</p>

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