

**Subject card**

<b>Subject name and code</b>	Employee in an Organization, PG_00178781						
<b>Field of study</b>	Management						
<b>Date of commencement of studies</b>	October 2026	<b>Academic year of realisation of subject</b>			2026/2027		
<b>Education level</b>	Master's studies	<b>Subject group</b>			Obligatory subject group in the field of study Optional subject group Subject group related to scientific research in the field of study		
<b>Mode of study</b>	part-time studies	<b>Mode of delivery</b>			at the university		
<b>Year of study</b>	1	<b>Language of instruction</b>			Polish		
<b>Semester of study</b>	2	<b>ECTS credits</b>			6.0		
<b>Learning profile</b>	academic	<b>Assessment form</b>			exam		
<b>Conducting unit</b>	Department of Organisational Behaviour -> Faculty of Management -> Rector						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr hab. Piotr Wróbel				
	<b>Teachers</b>						
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	16.0	16.0	0.0	0.0	0.0	32
	E-learning hours included: 0.0						
<b>Learning activity and number of study hours</b>	<b>Learning activity</b>	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	<b>Number of study hours</b>	32		2.0		116.0	150
<b>Subject objectives</b>	Familiarising students with the organisational determinants of decisions related to human capital management.						

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 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_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_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_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	<ol style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>3. Organisational strategy. The relationship between organisational strategy and HR policy.</li> <li>4. The decision-making process, including personnel decision-making.</li> <li>5. Organisational culture as a factor shaping employee behaviour.</li> <li>6. The role of HR units in the change process.</li> <li>7. Organisational development according to L. Greiners model.</li> <li>8. The specifics of management in different types of organisations.</li> <li>9. Selected management concepts and their impact on human capital management: outsourcing, virtual and networked organisations, learning organisations, management by objectives, benchmarking.</li> </ol>		
Prerequisites and co-requisites	None		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	written test	51.0%	50.0%
	problem task	51.0%	30.0%
	written project with presentation	51.0%	20.0%
Recommended reading	Basic literature	<ol style="list-style-type: none"> <li>1. M. Armstrong, <i>Zarządzanie zasobami ludzkimi</i>, Wolters Kluwer. Warszawa 2022.</li> <li>2. R.W. Griffin, <i>Podstawy zarządzania organizacjami</i>, PWN, Warszawa 2022.</li> <li>3. S.P. Robbins, T.A. Judge, <i>Zachowania w organizacji</i>, PWE, Warszawa 2022.</li> <li>4. R. Rutka, P. Wróbel (red.), <i>Organizacja zachowań zespołowych</i>, PWE, Warszawa 2012.</li> </ol>	
	Supplementary literature	<ol style="list-style-type: none"> <li>1. M. Czerska, A. Szpitter, <i>Koncepcje zarządzania</i>. Podręcznik Akademicki, C.H. Beck, Warszawa 2010.</li> <li>2. H. Czubasiewicz, P. Wróbel (red.), <i>Kultura organizacji. Uwarunkowania zewnętrzne i wewnętrzne oraz zmiana kulturowa</i>, Centrum Myśli Strategicznych, Sopot 2025.</li> <li>3. K. Obłój, <i>Strategia organizacji</i>, PWE, Warszawa 2022.</li> </ol>	
	eResources addresses		
Example issues/ example questions/ tasks being completed	-		
Work placement	Not applicable		

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