

**Subject card**

<b>Subject name and code</b>	Fundamentals of management, PG_00197594						
<b>Field of study</b>	Eastern Studies						
<b>Date of commencement of studies</b>	October 2026	<b>Academic year of realisation of subject</b>			2026/2027		
<b>Education level</b>	Bachelor's studies	<b>Subject group</b>			Obligatory subject group in the field of study Humanistic-social subject group Subject group related to scientific research in the field of study		
<b>Mode of study</b>	full-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>			3.0		
<b>Learning profile</b>	academic	<b>Assessment form</b>			exam		
<b>Conducting unit</b>	Institute of Russian and Eastern Studies -> Faculty of Languages -> Rector						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr hab. Urszula Patocka-Sigłowy				
	<b>Teachers</b>						
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	30.0	0.0	0.0	0.0	0.0	30
	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>	30		2.0		43.0	75
<b>Subject objectives</b>	The aim of the classes is to expose students to a wide range of issues related to the functioning of various types of organizations that they may encounter in their business activities and everyday life.						
<b>Learning outcomes</b>	<b>Course outcome</b>		<b>Subject outcome</b>			<b>Method of verification</b>	
	[SWSCHL3_U01] Is able to search for, analyse, evaluate, select, and use information by applying advanced information and communication technologies		Is able to complete the data necessary to perform a basic examination of the organization and its environment.			[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task	
	[SWSCHL3_U16] Is able to plan and organise work both individually and in a team, assuming different roles within it		Independently and in a group, proposes solutions to emerging problems, skillfully selecting appropriate forms and means.			[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task	
	[SWSCHL3_W04] Has advanced general knowledge in the field of economics and finance		Has structured knowledge of the basics of organization management and elements of its environment.			[SW4] test/exam - oral or written [SW5] implementation of a problem task	
	[SWSCHL3_K04] Is ready to adhere to the principles of professional ethics and to expect the same from others, as well as to identify and articulate moral issues and ethical dilemmas related to the professional environment		Correctly identifies and resolves dilemmas related to the professional environment.			[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task	

Subject contents	The essence of organization management: organization - an attempt to define the term, features and types of organizations (the criterion of the genotypic function and the criterion of the relationship between people and the organization), general and systemic model of the organization, management (management) - definition of the term, elements of management. Planning in an organization: the essence of planning, planning principles, the course of the planning process, stages of the planning process, planning typology, principles of defining the organization's mission, typical types of strategies, organization's environment, SWOT analysis, portfolio analysis. Management of the social potential of the organization: the process of managing the social potential, human resources planning, stages in the employee selection process, motivating (the essence and mechanisms of motivation, needs as determinants of human behavior, models of motivation, motivation tools, intangible stimuli), evaluation of work and employees, career paths employees. Communication in the organization. Leadership: the concept of leadership, development of leadership theory, leadership styles. Organizational culture. Selected methods and concepts of organization management: reengineering (basic concepts, features, phases, effects), benchmarking (basic concepts, typology, procedure, advantages and disadvantages), outsourcing (basic concepts, goals and principles, stages, typology, advantages and disadvantages), knowledge and competence management, participatory management (goals of participation, features and effects of participation), project management (goals and scope of the project, principles of project management), quality management.		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	tasks carried out during the semester	51.0%	50.0%
	written colloquium	51.0%	50.0%
Recommended reading	Basic literature	<ul style="list-style-type: none"> <li>• Bielski M. Podstawy organizacji i zarządzania, Warszawa 2002.</li> <li>• Brilman J. Nowoczesne koncepcje i metody zarządzania, Warszawa 2002.</li> <li>• Czermiński A., Czerska M. i in. Zarządzanie organizacjami, Toruń 2001.</li> <li>• Griffin R.W. Podstawy organizacji i zarządzania, Warszawa 1996.</li> <li>• Lendzion J., Stankiewicz-Mróż A. Wprowadzenie do organizacji i zarządzania, Kraków 2005.</li> <li>• Stoner J.A.F., Freeman R.E., Gilbert D.R. Kierowanie, Warszawa 2001.</li> <li>• Zarządzanie zasobami ludzkimi, red. H. Król, A. Ludwicyński, Warszawa 2006.</li> </ul>	
	Supplementary literature	<ul style="list-style-type: none"> <li>• Armstrong M., Zarządzanie zasobami ludzkimi, Warszawa 2010.</li> <li>• Barabasz A., Osobowość organizacji: zastosowanie w praktyce zarządzania, Wrocław 2008.</li> <li>• Bartkowiak G., Psychologia zarządzania, Warszawa 1997.</li> <li>• Bendell T., Boulter L., Benchmarking, Kraków 2000.</li> <li>• Brzeziński M., Organizacja kreatywna, Warszawa-Kraków 2009.</li> <li>• Cyfert Sz., Krzakiewicz K., Nauka o organizacji, Poznań 2009.</li> <li>• Jachnis A., Psychologia organizacji: kluczowe zagadnienia, Warszawa 2008.</li> <li>• Kożuch B., Nauka o organizacji, Warszawa 2007.</li> <li>• Peszko A., Podstawy zarządzania organizacjami, Kraków 2005.</li> <li>• Robins S.P. Zasady zachowania w organizacji, Poznań 2001.</li> <li>• Rozkwitalska M., Bariery z zarządzaniu międzykulturowym, Warszawa 2011.</li> <li>• Winkler R., Zarządzanie komunikacją w organizacjach zróżnicowanych kulturowo, Warszawa 2008.</li> <li>• Zbiegień-Maciąg L., Kultura w organizacji: identyfikacja kultur znanych firm, Warszawa 2008.</li> <li>• Żemigala M., Społeczna odpowiedzialność przedsiębiorstwa: budowanie zdrowej, efektywnej organizacji, Kraków 2007.</li> </ul>	
	eResources addresses		
Example issues/ example questions/ tasks being completed			
Work placement	Not applicable		

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