

STUDY MODULE DESCRIPTION FORM		
Name of the module/subject (-)		Code 1011102331011155031
Field of study Management - Full-time studies - Second-cycle	Profile of study (general academic, practical) (brak)	Year /Semester 2 / 3
Elective path/specialty Marketing and Company Resources	Subject offered in: Polish	Course (compulsory, elective) elective
Cycle of study: Second-cycle studies	Form of study (full-time, part-time) full-time	
No. of hours Lecture: 15 Classes: 15 Laboratory: - Project/seminars: -		No. of credits 3
Status of the course in the study program (Basic, major, other) (brak)		(university-wide, from another field) (brak)
Education areas and fields of science and art		ECTS distribution (number and %)
Responsible for subject / lecturer: dr hab. Edward Niesyty, prof. nadzw. email: Edward.Niesyty@put.poznan.pl tel. 604 264 282 Faculty of Engineering Management ul. Strzelecka 11 60-965 Poznań		
Prerequisites in terms of knowledge, skills and social competencies:		
1	Knowledge	Knowledge of human resources management
2	Skills	Can analyze, evaluate and design systems of management
3	Social competencies	Can proficiently communicate in a group and collaborate with a group
Assumptions and objectives of the course: To teach designing of motivating systems in organization. To teach to diagnose and improve existing motivating systems in organization		
Study outcomes and reference to the educational results for a field of study		
Knowledge:		
1. Knows and understands psychological, social and cultural determinants of an employee behavior - [K2A_W01] 2. Knows and understands methods of public opinion and human attitudes polls - [K2A_W06] 3. Knows and understands the rules of designing motivating systems - [K2A_W12] 4. Knows and understands rules and methods of motivating system diagnosing - [K2A_W12] 5. Knows and understands methods of motivating systems improving - [K2A_W13]		
Skills:		
1. Is able to design, analyze and evaluate motivating systems - [K2A_U02,] 2. Is able to design and carry out employees' opinions poll - [K2A_U04,] 3. Is able to interpret and explain properly social, cultural, political and legal phenomenon and relations between social phenomenon - [K2A_U01]		
Social competencies:		
1. Can responsibly work in a team - [K2A_K01]		
Assessment methods of study outcomes		
Partially: discussions during classes Final: verbal exam and project valuation		

Course description		
<p>1. Organization and it?s resources : Resources of a company, material and non-material, technical, economical, organizational, financial. Human resources: competence and attitudes.</p> <p>2. Culture of organization: Social and technical culture. Cultural patterns, social institutions. Social work division. Work division and roles of an owner, manager, employee. Works division.</p> <p>3. Human resources management: The role of human resource in realization of company?s aims. Work processes management and leadership. Human resources policy. System of human resources management.</p> <p>4. Leadership in working teams: Systems of motivation. Human groups types and dynamics. Power, authority and roles division in human groups. Leadership in a team. Pathologies of human groups: discrimination, molesting, mobbing. Management of group processes. Designing and diagnosing of motivating systems.</p> <p>5. Social dialogue in an organization: Place and role of social communication in company?s actions coordination and in analysis and development of institutional rules of organization. Institutional discourse. Social dialogue in organization.</p> <p>6. Social climate in organization: Methods of measurement and valuation of social climate. Social climate screening.</p> <p>7. Social responsibility of organization (Standard SA 8000): Requirements of Standard SA 8000. Criteria of accreditation in the extend of social responsibility of organization. Implementation of social responsibility managing system in organization.</p>		
Basic bibliography:		
<p>1. S. Borkowska, Systemy motywowania w przedsiębiorstwie, Wyd. PWN, Warszawa, 1985</p> <p>2. S. Borkowska, Strategie wynagrodzeń, Oficyna Ekonomiczna, Warszawa, 2001</p> <p>3. J. Jasiński [red.], Motywowanie w przedsiębiorstwie, Placet, Warszawa, 1998</p> <p>4. E. Niesyty, Menedżer w nowoczesnym przedsiębiorstwie, struktura jego kompetencji, ZN WSKIZ nr 1, Poznań 1999</p> <p>5. E. Niesyty, Zespół pracowniczy w zarządzaniu jakością, ZN PP, Organizacja i Zarządzanie nr 30, Poznań 2001</p> <p>6. E. Niesyty, Wpływ klimatu społecznego organizacji na jej sprawność, ZN GWSHM nr 3, Gniezno, 2009</p>		
Additional bibliography:		
<p>1. D. i S. Schultz, Psychologia a wyzwania dzisiejszej pracy, Warszawa, PWN 2002</p>		
Result of average student's workload		
Activity	Time (working hours)	
1. Lectures and classes	30	
2. Preperation for classes	10	
3. Chosen literature analysis and presentation of chosen problems and a design of motivating system.	20	
4. Own learning, preparation for an exam	5	
5. Consultations	10	
6. Final exam	2	
Student's workload		
Source of workload	hours	ECTS
Total workload	77	3
Contact hours	47	2
Practical activities	25	1