

<b>STUDY MODULE DESCRIPTION FORM</b>		
Name of the module/subject <b>Motivation Systems</b>		Code <b>1011102231011105030</b>
Field of study <b>Engineering Management - Full-time studies -</b>	Profile of study (general academic, practical) <b>(brak)</b>	Year /Semester <b>2 / 3</b>
Elective path/specialty <b>Marketing and Company Resources</b>	Subject offered in: <b>Polish</b>	Course (compulsory, elective) <b>elective</b>
Cycle of study: <b>Second-cycle studies</b>	Form of study (full-time, part-time) <b>full-time</b>	
No. of hours Lecture: <b>15</b> Classes: <b>15</b> Laboratory: <b>-</b> Project/seminars: <b>-</b>		No. of credits <b>3</b>
Status of the course in the study program (Basic, major, other) <b>(brak)</b>		(university-wide, from another field) <b>(brak)</b>
Education areas and fields of science and art		ECTS distribution (number and %)
<b>Responsible for subject / lecturer:</b> dr inż. Małgorzata Spychała email: malgorzata.spychala@put.poznan.pl tel. 61 665 34 15 Faculty of Engineering Management ul. Strzelecka 11 60-965 Poznań		<b>Responsible for subject / lecturer:</b> dr inż. Małgorzata Spychała email: malgorzata.spychala@put.poznan.pl tel. 61 665 34 15 Faculty of Engineering Management ul. Strzelecka 11 60-965 Poznań
<b>Prerequisites in terms of knowledge, skills and social competencies:</b>		
1	<b>Knowledge</b>	The student knows basic concepts related with the social groups, knows interpersonal rules.
2	<b>Skills</b>	The student has skills of noticing, associating and interpreting occurrences in social groups.
3	<b>Social competencies</b>	The student is aware of the meaning of the social communication in the professional and private life.
<b>Assumptions and objectives of the course:</b> Developing by students social abilities related with communication system in organization and communication audit		
<b>Study outcomes and reference to the educational results for a field of study</b>		
<b>Knowledge:</b>		
1. The student has knowledge about communication systems and styles in the enterprise. - [K1A_W06]		
2. He knows methods of developing communication systems. - [K1A_W06; K1A_W08]		
3. He has knowledge about communication audit. - [K1A_W15]		
<b>Skills:</b>		
1. He is able to analyze and to assess communication styles in the society. - [K1A_U01; K1A_U02]		
2. He uses the acquired knowledge to develop communication systems. - [K1A_U03, K1A_U05; K1A_U08]		
3. He can prepare communication audit.. - [K1A_U09; K1A_U10]		
<b>Social competencies:</b>		
1. He is able to act according to social rules in the given group. - [K1A_K01]		
2. He is able to recognize and to solve social conflicts in teams. - [K1A_K04]		
3. He is able to analyse independently social situations and to develop the knowledge concerning the social communication. - [K1A_K06]		
<b>Assessment methods of study outcomes</b>		

<p>LECTURES:          - Discussions summarizing lectures, giving the opportunity to evaluate the student's understanding of the issues;          - Written test;          EXERCISES:          - Project conected with motivation process</p>		
<b>Course description</b>		
<p>1. Organizational communication - Definition of internal communication. Pyramid of the communication process in organization. Formal and informal communication. Horizontal and vertical communication.          2. Communication systems in organization - The essence of the communication system          Research and analysis of communication systems in the enterprise          3. Types of information networks in organization.          4. Management styles and communication styles in the organization. Managerial skills.          5. Methods of improving communication in organization.          6. Effective communication systems in organization.          7. The essence and preparation of communications audit in organization.</p>		
<b>Basic bibliography:</b>		
<p>1. S. Borkowska, Strategie wynagrodzeń, Oficyna Ekonomiczna, Warszawa, 2001          2. M. Jabłoński, Kompetencje pracownicze w organizacji uczącej się, metody doskonalenia i rozwoju, Wyd. C.H.Beck, Warszawa, 2009          3. M. Juchnowicz [red.], Motywowanie do rozwoju, {w:] Zarządzanie talentami, red. S. Borkowska, Warszawa, 2005          4. J. Moczydłowska, Zarządzanie kompetencjami zawodowymi a motywowanie pracowników, Difin, Warszawa, 2008          5. E. Niesyty, Zespół pracowniczy w zarządzaniu jakością, ZN PP, Organizacja i Zarządzanie nr 30, Poznań 2001          6. E. Niesyty, Wpływ klimatu społecznego organizacji na jej sprawność, ZN GWSHM nr 3, Gniezno, 2009          7. M. Spychała, M. Goliński, M. Miądowicz, From the research on social competencies of future managers (red.) Kiełtyka L. Jędrzejczyk W., Kobis P., Wyzwania współczesnego zarządzania. Tendencje w zachowaniach organizacyjnych, Wyd. Dom Organizatora, 2015, s.207-225</p>		
<b>Additional bibliography:</b>		
<p>1. D. i S. Schultz, Psychologia a wyzwania dzisiejszej pracy, Warszawa, PWN 2002          2. A.Pocztowski, Zarządzanie talentami w organizacji, Oficyna a Wolters Kluwer bisinnes, Kraków 2008</p>		
<b>Result of average student's workload</b>		
<b>Activity</b>	<b>Time (working hours)</b>	
1. Lectures	30	
<b>Student's workload</b>		
<b>Source of workload</b>	<b>hours</b>	<b>ECTS</b>
Total workload	77	3
Contact hours	42	2
Practical activities	35	1