

**Subject card**

<b>Subject name and code</b>	Motivating Employees, PG_00136743						
<b>Field of study</b>	Management						
<b>Date of commencement of studies</b>	October 2023	<b>Academic year of realisation of subject</b>				2024/2025	
<b>Education level</b>	undergraduate studies	<b>Subject group</b>				Obligatory subject group 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>	2	<b>Language of instruction</b>				Polish	
<b>Semester of study</b>	4	<b>ECTS credits</b>				3.0	
<b>Learning profile</b>	academic	<b>Assessment form</b>					
<b>Conducting unit</b>	Katedra Zachowań Organizacyjnych -> Faculty of Management						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr Joanna Litwin				
	<b>Teachers</b>						
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	12.0	0.0	0.0	0.0	0.0	12
	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>	12		0.0		0.0	12
<b>Subject objectives</b>	1. To familiarise students with the basic knowledge of motivation in organisations. 2. To explain to students that motivation is a basic function of management. 3. To familiarise students with the tools of motivation.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZL3_K07] The student is aware of the need to adapt his behavior and conduct to their role in the team.	Is aware of the need to differentiate his/her attitudes, behaviour and actions according to the role played in the process of motivation and his/her role in the team.	[SK1] oral statement/conversation/discussion
	[ZARZL3_U05] The student can correctly select and apply advanced methods and tools used in management and quality sciences.	Has an in-depth knowledge and understanding of employee motivation methods and tools for directing employee behaviour in line with employer expectations.	[SU4] test/exam - oral or written
	[ZARZL3_U04] The student is able to use the acquired knowledge of management science and quality in professional practice.	Is able to find an appropriate strategy to act in a motivational situation. Is able to communicate with the environment in such a way as to increase the effectiveness of the motivation.	[SU1] oral statement/conversation/discussion
	[ZARZL3_W02] The student knows the relationships between the disciplines of the social sciences that are crucial to understanding the nature of economic processes.	Has a detailed knowledge of employee motivation geared towards practical applications in the activities of a manager or professional.	[SW4] test/exam - oral or written
	[ZARZL3_K06] The student is ready to work in, co-create or manage a group. The student is able to think and act in an entrepreneurial manner.	Is able to cooperate in a group, to lead it and to choose such ways and methods of action which will allow to carry out the tasks assigned to him/her effectively and efficiently.	[SK1] oral statement/conversation/discussion
	[ZARZL3_K08] The student is aware of and understands the need to behave in professional life in an in professional life in an ethical, sustainable and socially responsible manner.	Is open to the team roles performed by others. Is able to appreciate the importance of others through the values brought by the roles they perform. In situations of conflict, seeks agreement based on the principles of good cooperation.	[SK1] oral statement/conversation/discussion
	[ZARZL3_W01] The student has advanced knowledge in the social sciences, with particular emphasis on the discipline of management and quality sciences, and understands their interrelationships with other social sciences.	Be able to characterise the key elements of the employee motivation process, taking into account the roles of individual members of the team employee. Has knowledge of the methods and tools used to motivate people in an organisation.	[SW4] test/exam - oral or written
	[ZARZL3_W03] The student has advanced knowledge of the organizational and legal forms of establishment and functioning of enterprises and the development of various forms of individual entrepreneurship in Poland, knows and understands the concepts, principles, norms and legal regulations governing the functioning of business entities.	He knows and understands the differences in organisational and legal forms of enterprise creation and operation and the development of various forms of individual entrepreneurship in Poland.	[SW4] test/exam - oral or written
[ZARZL3_U03] The student is able to take into account their ethical, social and ecological consequences in the decision-making process.	Tries to choose a variety of methods and means so as to respect the differences and increase the effectiveness of the organisational solutions implemented.	[SU1] oral statement/conversation/discussion	
Subject contents	1. The concept of motivation and motivation. 2. Theories and models of motivation. 3. Tangible and intangible motivation. 4. Sources of motivation. 5. Tools of motivation. 6. The most common mistakes in motivation.		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Colloquium	51.0%	100.0%

Recommended reading	Basic literature	<ol style="list-style-type: none"> <li>1. Juchnowicz M., Zaangażowanie pracowników. Sposoby oceny i motywowania, PWE Warszawa 2012.</li> <li>2. Adair J. Anatomia biznesu. Motywacja, Wydawnictwo Studio EMKA, Warszawa 2000.</li> <li>3. Kopertyńska M.W. Motywowanie pracowników, Teoria i praktyka, Placet, Warszawa 2008.</li> <li>4. Kozłowski W., Zarządzanie motywacją pracowników, CeDeWu, Sp. z o.o., Warszawa 2009.</li> </ol>
	Supplementary literature	<ol style="list-style-type: none"> <li>1. Bugdol M., Wartości organizacyjne. Szkice z teorii organizacji i zarządzania, Wydawnictwo UJ, Kraków 2006.</li> <li>2. J. Woźniak, Współczesne systemy motywacyjne, PWN, Warszawa 2012.</li> </ol>
	eResources addresses	Adresy na platformie eNauczanie:
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> <li>1. Describe the assumptions of a selected reinforcement theory.</li> <li>2. Describe the tools of intangible motivation.</li> </ol>	
Work placement	Not applicable	

Document generated electronically. Does not require a seal or signature.