

## Subject card

|                                             |                                                                                                                                       |                                                          |                                         |                                     |                                                                                                                      |            |     |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------|------------|-----|
| Subject name and code                       | Organizational Structures, PG_00155533                                                                                                |                                                          |                                         |                                     |                                                                                                                      |            |     |
| Field of study                              | Management                                                                                                                            |                                                          |                                         |                                     |                                                                                                                      |            |     |
| Date of commencement of studies             | October 2024                                                                                                                          |                                                          | Academic year of realisation of subject |                                     | 2024/2025                                                                                                            |            |     |
| Education level                             | Master's studies                                                                                                                      |                                                          | Subject group                           |                                     | Obligatory subject group in the field of study<br>Subject group related to scientific research in the field of study |            |     |
| Mode of study                               | full-time studies                                                                                                                     |                                                          | Mode of delivery                        |                                     | at the university                                                                                                    |            |     |
| Year of study                               | 1                                                                                                                                     |                                                          | Language of instruction                 |                                     | Polish                                                                                                               |            |     |
| Semester of study                           | 2                                                                                                                                     |                                                          | ECTS credits                            |                                     | 5.0                                                                                                                  |            |     |
| Learning profile                            | academic                                                                                                                              |                                                          | Assessment form                         |                                     | exam                                                                                                                 |            |     |
| Conducting unit                             | Zakład Zarządzania Organizacjami Publicznymi -> Department of Organisation and Management -> Faculty of Management -> Rector          |                                                          |                                         |                                     |                                                                                                                      |            |     |
| Name and surname of lecturer (lecturers)    | Subject supervisor                                                                                                                    |                                                          | dr Jędrzej Strumiłło                    |                                     |                                                                                                                      |            |     |
|                                             | Teachers                                                                                                                              |                                                          | dr Jędrzej Strumiłło                    |                                     |                                                                                                                      |            |     |
| Lesson types                                | Lesson type                                                                                                                           | Lecture                                                  | Tutorial                                | Laboratory                          | Project                                                                                                              | Seminar    | SUM |
|                                             | Number of study hours                                                                                                                 | 15.0                                                     | 15.0                                    | 0.0                                 | 0.0                                                                                                                  | 0.0        | 30  |
|                                             | E-learning hours included: 0.0                                                                                                        |                                                          |                                         |                                     |                                                                                                                      |            |     |
| Learning activity and number of study hours | Learning activity                                                                                                                     | Participation in didactic classes included in study plan |                                         | Participation in consultation hours |                                                                                                                      | Self-study | SUM |
|                                             | Number of study hours                                                                                                                 | 30                                                       |                                         | 34.0                                |                                                                                                                      | 61.0       | 125 |
| Subject objectives                          | The subject is intended to prepare students to analyze the conditions and situational approach to designing a company's organization. |                                                          |                                         |                                     |                                                                                                                      |            |     |

| Learning outcomes               | Course outcome                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Subject outcome                                                                                                                                                                                                                                                                  | Method of verification                  |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
|                                 | [ZARZMU2_U04] The student can creatively apply management and quality studies knowledge in professional practice.                                                                                                                                                                                                                                                                                                                                                                                                                                        | Is able to correctly select and apply methods and tools used in, among others: in management and quality sciences, economics, sociological sciences adequate to the problem and specific nature of management                                                                    | [SU2] presentation/project/paper/report |
|                                 | [ZARZMU2_W01] The student has an expanded knowledge of the social sciences with particular emphasis on the discipline of management and quality sciences and understands their connections with other social sciences.                                                                                                                                                                                                                                                                                                                                   | Is able to identify specific organizational conditions determining the choice of design methods and target organizational structure. He has an analytical approach to solving problems, is able to independently look for solutions and use the opinions of experts              | [SW2] presentation/project/paper/report |
|                                 | [ZARZMU2_W03] The student has an extended 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 advanced concepts, principles and legal norms and regulations governing the functioning of business entities.                                                                                                                                                                                             | Knows and understands at an advanced level the relationships between organizations and between organizations and people,                                                                                                                                                         | [SW2] presentation/project/paper/report |
|                                 | [ZARZMU2_W02] The student has an expanded knowledge of the relationship between the disciplines of the social sciences crucial to understanding the essence of economic processes.                                                                                                                                                                                                                                                                                                                                                                       | Knows the types of organizational structures, the process of their evolution from a historical perspective and the conditions for their design, and knows and understands at an advanced level the relationships between organizations and between an organization and a person, | [SW2] presentation/project/paper/report |
|                                 | [ZARZMU2_K02] The student is aware of the need to supplement and expand the acquired knowledge and skills and strives to combine knowledge from different fields and disciplines of science interdisciplinarily. The student can inspire others to learn.                                                                                                                                                                                                                                                                                                | He has an analytical approach to solving problems, is able to independently look for solutions and use the opinions of experts                                                                                                                                                   | [SK2] presentation/project/paper/report |
|                                 | [ZARZMU2_K05] The student is ready to make an in-depth assessment of phenomena and justify his position through rational, logical and entrepreneurial use of knowledge - basing his assertions and decisions on an in-depth analysis of the information he receives.                                                                                                                                                                                                                                                                                     | The student understands the need for continuous improvement. Analyzes cases (case studies) and is able to draw conclusions from them                                                                                                                                             | [SK2] presentation/project/paper/report |
|                                 | [ZARZMU2_U06] The student can forecast and simulate complex economic and social phenomena concerning the macro scale (economy) and micro terms (enterprise) using complex methods and tools applied in management and quality studies.                                                                                                                                                                                                                                                                                                                   | Knows the types of organizational structures, the process of their evolution from a historical perspective and the conditions for their design                                                                                                                                   | [SU4] test/exam - oral or written       |
| Subject contents                | <ol style="list-style-type: none"> <li>1. Organizational structure as an object of changes (essence, components, dimensions, functions, principles of presentation);</li> <li>2. Structural configurations (product functional divisions, decentralized and flexible);</li> <li>3. Managing organizational change (reasons, costs, process, efficiency);</li> <li>4. Change design methodology (diagnostic, prognostic approach); resistance to change (sources, effects, ways of limiting it);</li> <li>5. Culture in the process of change.</li> </ol> |                                                                                                                                                                                                                                                                                  |                                         |
| Prerequisites and co-requisites | Knowledge of the basics of the functioning of economic organizations, ability to analyze and evaluate various organizational solutions, including: formalization of the organization, organizational structures, organizational behavior                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                  |                                         |

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| Assessment methods and criteria                                | Subject passing criteria   | Passing threshold                                                                                                                                                                                           | Percentage of the final grade |
|                                                                | Final project (case study) | 51.0%                                                                                                                                                                                                       | 50.0%                         |
|                                                                | Written exam               | 51.0%                                                                                                                                                                                                       | 50.0%                         |
| Recommended reading                                            | Basic literature           | 1. J, Waśniewski, J. Strumiłło, R. Szawłowska, Designing the activities of medical entities, 2022, Ed. UG<br>2. M. Czerska, Organization of enterprises. Methodology of organizational changes, ed. UG 1996 |                               |
|                                                                | Supplementary literature   | 1. L. Clarke, Change management, Gebethner i S-ka, Warszawa 1997<br>2. M. Hopej, Organizational structures. Basic, contemporary and future structural solutions, Ossolineum 2004                            |                               |
|                                                                | eResources addresses       |                                                                                                                                                                                                             |                               |
|                                                                |                            |                                                                                                                                                                                                             |                               |
| Example issues/<br>example questions/<br>tasks being completed |                            |                                                                                                                                                                                                             |                               |
| Work placement                                                 | Not applicable             |                                                                                                                                                                                                             |                               |

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