

Subject card

Subject name and code	Introduction to Management, PG_00156127						
Field of study	Sport Management						
Date of commencement of studies	October 2024		Academic year of realisation of subject			2024/2025	
Education level	Bachelor's studies		Subject group			Obligatory subject group in the field of study 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 none	
Semester of study	1		ECTS credits			5.0	
Learning profile	academic		Assessment form				
Conducting unit							
Name and surname of lecturer (lecturers)	Subject supervisor		dr Wojciech Machel				
	Teachers		dr Wojciech Machel mgr Pamela Omiotek				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	30.0	0.0	0.0	0.0	60
	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	60		4.0		61.0	125
Subject objectives	The aim of the course is to present students with the basics of organizational management science, including showing the complexity and interdisciplinary nature of management and quality sciences as a subject (scope of knowledge) permeating all aspects of an organization's functioning, with particular emphasis on management functions and tools.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZSSML3_K04] The student is aware of the need to resolve dilemmas related to the profession. He correctly identifies them.	Is aware of the complexity and ambiguity of the functioning of the organization and the resulting organizational dilemmas.	[SK1] oral statement/conversation/discussion
	[ZSSML3_U06] The student can forecast and simulate selected economic and social phenomena concerning the macro scale (economy) and micro (enterprise) using methods and tools applied in management and quality studies.	Is able to use appropriate tools to diagnose and predict phenomena in the immediate and distant environment of enterprises and organizations operating in the sports domain. Is able to search for necessary information in making rational decisions of an operational and strategic nature in enterprises operating on the sports market and in other sports entities.	[SU2] presentation/project/paper/report
	[ZSSML3_U07] The student is able to find the necessary information to make rational decisions of an operational and strategic in enterprises operating in the sports market and in other sports entities.	Is able to use traditional and modern sources of information to make informed decisions about organizations operating in the sports domain.	[SU1] oral statement/conversation/discussion
	[ZSSML3_W01] The student as advanced knowledge in the discipline of management and quality sciences and understands its interrelationship with other social sciences.	Acquires knowledge in the area of management sciences, in particular knowledge of management basics. Sees that management belongs to social sciences and draws from their achievements.	[SW4] test/exam - oral or written
	[ZSSML3_W07] The student advanced knowledge of the evolution of views on the role of enterprise in society, the place of man in the organisation, and his role in social, economic, and administrative activities.	Acquires interdisciplinary knowledge about the place and role of humans and human teams in various types of organizations.	[SW4] test/exam - oral or written
	[ZSSML3_W09] The student has a structured knowledge of the types of organizational structures, their evolution historically and the determinants of their formation.	Learns the role of organizational structure. Sees the need to adapt structure to organizational goals.	[SW4] test/exam - oral or written
	[ZSSML3_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.	Powinien pozyskać świadomość, iż praca w zespołach jest koniecznym warunkiem prawidłowego funkcjonowania organizacji. Powinien pozyskać świadomość bycia aktywnym i przedsiębiorczym w zespole.	[SK5] implementation of a problem task

Subject contents	Lectures:1. Management and organizations in everyday life. Contemporary environment as a source of challenges for managers (e.g. globalization, technological development, digitalization, natural environment, demography).2. Evolution of management and quality sciences. Interdisciplinary and situational nature of management.The essence of organization (attribute, functional, substantive approach). 3. Organization models (e.g. Leavitt, 7S). Specificity of management of various types of organizations: enterprises, public organizations, social organizations.4. The essence of managerial work, managerial functions and roles, determinants of the manager's role. Managerial skills.Organized action cycle.5. Planning - types of plans, planning process, risk and uncertainty in planning, planning flexibility. Strategic analysis. Strategic and operational planning. Criteria for assessing the efficiency of actions depending on the goals and tasks of the organization.6. Static and dynamic dimension of the organization. Structural factors. Organizational components: positions, ties, processes. Criteria for combining structure elements into groups. Types of organizational structures.7.Motivation - essence, types of motivation, theories and models of motivation. Material and non-material motivation tools. Forced and enticing situations. Needs, incentives and tools as components of the motivation system.8.Control. Place of control in organized action. Contemporary approach to control. Control functions, forms of control, principles of control.9.Changes in organizations, innovation. Process of preparing and implementing changes. People's attitudes towards change, preventive actions and actions minimizing employee resistance. Organizational development - Greiner's model.Exercises:1.Megatrends in the environment as sources of challenges for organizations - analysis of the impact of environmental factors on selected organizations / sectors.2.A manager's working day. Management styles (types, conditions for effective application). Self-diagnosis of one's own potential management style.3.Cycle of organized action.4.Strategic analysis and strategy design.5. Organization of work of a student team.6. Evolution of organizational structures.7. Selection of motivation tools for the needs of the organization and the employee group.8. Selection of control tools for selected positions.9. The process of rational decision-making.10. Organizational changes. Greiner's model.		
Prerequisites and co-requisites	none		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Project	51.0%	20.0%
	Test	51.0%	30.0%
	Exam	51.0%	50.0%
Recommended reading	Basic literature	R. W. Griffin, Fundamentals of Organizational Management, PWN, Warsaw 2020.A. Zakrzewska Bielawska, Fundamentals of Management Theory and Exercises, Wydawnictwo Niepoprawne, Warsaw 2020A. Czermiński, M. Czerska, B. Nogalski, R. Rutka, J. Apanowicz, Organizational Management, TNOiK, Toruń 2001.L. F. Korzeniowski, Fundamentals of Organizational Management, Difin, Warsaw 2019.J. A. F. Stoner, R. E. Freemanm , D. G. Gilbert, Management, PWE, Warsaw	
	Supplementary literature	P. F. Drucker, Management in the 21st Century, Muza, Warsaw 2000.P. F. Drucker, Management Practice, Czytelnik, Nowoczesność, Cracow, 2005.P. F. Drucker, Effective Manager. Effectiveness Can Be Learned, MT Biznes, Warsaw, 2017.K. Blanchard, S. Johnson, The New One-Minute Manager, MT Biznes, Warsaw 2015.S. R. Covey, 7 Habits of Highly Effective People, Rebis Publishing House, Poznań 2007.H. Steinmann, G. Schreyogg, Management. Basics of Enterprise Management Concepts, Functions, Examples, Publishing House of Wrocław University of Technology, Wrocław 2001.	
	eResources addresses	Adresy na platformie eNauczanie:	

Example issues/ example questions/ tasks being completed	List the functions of management. Present and discuss the types of organizational structures. Present the concepts of human motivation Why is it necessary to continuously improve the organization?
Work placement	Not applicable

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