

Subject card

Subject name and code	Introduction to Organisation Management, PG_00156899						
Field of study	Finance and Accounting						
Date of commencement of studies	October 2024		Academic year of realisation of subject		2024/2025		
Education level	undergraduate 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		English English		
Semester of study	1		ECTS credits		3.0		
Learning profile	academic		Assessment form				
Conducting unit							
Name and surname of lecturer (lecturers)	Subject supervisor		dr Wojciech Machel				
	Teachers		dr Wojciech Machel				
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		21.0		49.0	100
Subject objectives	The aim of the subject is to make students familiar with the basics of the science of organisation and management and be able to use basic methods and technics of management in practice.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[FiRL3_K02] Cooperation: - can harmoniously interact and work in a group, taking on different roles in it - is able to agree with the group on goals and division of tasks - is open-minded and respects the differences of other team members.	cooperates in a team and undertakes various team roles, has elementary organizational skills which allow to accomplish goals connected with planning and undertaking professional activities	[SK8] observation of student's independent or team work
	[FiRL3_W04] The student has advanced knowledge of human as an entity that creates economic structures and the motives of his actions.	The result of the participation in lectures and classes will be understanding and getting to know the conditions, goals and the process of managing organizations, with particular emphasis on enterprises	[SW1] oral statement/conversation/discussion
	[FiRL3_W07] The student has advanced knowledge of norms and rules (legal, organizational, moral and ethical) in finance and accounting. Knows and understands the concepts and principles of industrial property protection and copyright law.	The result of the participation in lectures and classes will be understanding and getting to know the conditions, goals and the process of managing organizations, with particular emphasis on enterprises	[SW2] presentation/project/paper/report
	[FiRL3_U07] The student analyses the proposed solutions to problems in the disciplines of management and quality sciences and economics and finance, especially in the field of finance and accounting, and is able to present their advantages and disadvantages and propose appropriate solutions in this regard.	creative thoughts, can think and act in an entrepreneurial way, can adapt to the requirements of the environment flexibly	[SU8] observation of student's independent or team work
Subject contents	1. THE EVOLUTION OF MANAGEMENT CONCEPTS. (2H) 2. ORGANIZATIONAL ENVIRONMENT, STRATEGIC PLANNING: STRATEGIC ANALYSIS, ELEMENTS OF STRATEGY, STRATEGIC CHOICE. (2H) 3. MANAGEMENT FUNCTIONS. MANAGERIAL COMPETENCES. MANAGING STYLES. DECISION MAKING IN ORGANIZATIONS. INDIVIDUAL AND COLLECTIVE DECISIONS. ORGANIZATIONAL CULTURE. (2H) 4. ORGANIZATION AND ORGANIZATION PROCESS. DEFINITIONS AND TYPES OF ORGANIZATION. MODELS OF AN ORGANISATION. ORGANIZATION AS A SYSTEM. ORGANIZATIONAL TIES. CLASSIC AND CONTEMPORARY ORGANIZATIONAL STRUCTURES AND THEIR CHARACTERISTICS. BUSINESS ECOSYSTEM. (3H) 5. HUMAN RESOURCES MANAGEMENT (RECRUITMENT, JOB DESCRIPTION, EVALUATION) AND MOTIVATING(WAGE AND NON-WAGE INCENTIVES). (2H) 6. CONTROLLING IN ORGANIZATIONS. STRATEGIC BALANCED SCORECARD. (2H) 7. DEVELOPMENT OF AN ORGANISATION: DEVELOPMENT STAGES ACCORDING TO GREINER, INNOVATION AND RESTRUCTURING. SOCIAL RESPONSIBILITY OF AN ORGANIZATION. (2H)		
Prerequisites and co-requisites	Knowledge of English and the basics of knowledge about society and entrepreneurship (from high school).		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	team project + presentation	51.0%	100.0%
Recommended reading	Basic literature	1. Griffin R.W. (2016) Management, Cengage Learning 2. Griffin R.W. (2016) Fundamentals of Management, 3. Mahajan J.P (2010) Business Organisation and Management, Mumbai, Himalaya Publishing House; 4. Sharma V. (2008) Business Environment: Concepts and Technics. Jaipur, IND:Book Enclave 5. Bhattacharyya D.K. (2009) Organisational Systems, Design, Structure and Management. Mumbai, IND: Himalaya Publishing 6. Strategic coherence in the world of VUCA - case study analysis Machel Wojciech, Zeszyty Naukowe Politechniki Śląskiej. Organizacja i Zarządzanie, 2024, nr 194, s.275-294.	

	Supplementary literature	1. P. F. Drucker, Management in the 21st Century, Muza, Warsaw 2000. 2. P. F. Drucker, Management Practice, Czytelnik, Nowoczesność, Cracow, 2005 3. .P. F. Drucker, Effective Manager. Effectiveness Can Be Learned, MT Biznes, Warsaw, 2017 4. .K. Blanchard, S. Johnson, The New One-Minute Manager, MT Biznes, Warsaw 2015 5. .S. R. Covey, 7 Habits of Highly Effective People, Rebis Publishing House, Poznań 2007.
	eResources addresses	Adresy na platformie eNauczanie:
Example issues/ example questions/ tasks being completed	1. Individual and team decision making pros and cons2. Scenario analysis of an organization.3. Macro and micro environment of an organization. 4. Elements of a business strategy.5. Methods of strategic analysis (other than scenario analysis).6. Structuring factors for an organization.7. Types of organizational structures.	
Work placement	Not applicable	

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