

Subject card

Subject name and code	Motivation Systems, PG_00156149						
Field of study	Sport Management						
Date of commencement of studies	October 2025		Academic year of realisation of subject			2026/2027	
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	2		Language of instruction			Polish	
Semester of study	4		ECTS credits			3.0	
Learning profile	academic		Assessment form			exam	
Conducting unit							
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Tomasz Kawka				
	Teachers						
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		9.0		36.0	75
Subject objectives	Providing knowledge necessary for managers and specialists to effectively influence the mental sphere and thus improve the quality of employee motivation in the environment of a sports organization, with particular emphasis on the specifics of managing sports teams, competition, achievement motivation and creating a sports teams success.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZSSML3_U04] The student is able to use the acquired knowledge of management science and quality in professional practice.	Is able to apply the acquired knowledge from management and quality sciences in the professional practice of building and motivating sports teams.	[SU3] text preparation/written work
	[ZSSML3_U03] The student is able to take into account ethical, social and environmental consequences in the decision-making process.	Is able to take into account ethical, social and ecological consequences of decision-making in the context of building and motivating sports teams	[SU2] presentation/project/paper/report
	[ZSSML3_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 adapt his/her behaviour and manner of conduct to the role played in the sports team as a manager or coach, and is therefore aware of the importance of group roles that create synergy in the work of the sports team	[SK1] oral statement/conversation/discussion
	[ZSSML3_W14] The student has a structured, detailed knowledge of the operation of companies and other entities in the sports market.	Has structured, detailed knowledge of the specifics of the functioning of enterprises in the sports market and other sports entities, with particular emphasis on the motivational function and the possibility of using tools for exerting social influence in trainer/coach-athlete relations	[SW4] test/exam - oral or written
	[ZSSML3_W12] The student knows and understands the functions of management and the role of management in their implementation.	Knows and understands the functions of management and the role of management staff in sports organizations in achieving the goals of motivating and triggering commitment to achieve sports success	[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.	Is ready to work in groups of a sports team nature, co-create them or manage them, with a special role in influencing the members of sports groups	[SK8] observation of student's independent or team work
Subject contents	1. The essence of motivation and motivating in an organization and in sport 2. Motivating as a management function and the role of a manager 3. Theories of the content of motivation in the light of contemporary concepts of sports management 4. Theories of the motivation process in the light of contemporary concepts of sports management 5. Sources of employee motivation in a sports team 6. Tangible and immaterial motivation 7. Tools of material and immaterial motivation 8. Mistakes and traps made in motivating employees in sports teams 9. Sports competition as a source of motivation to act Best-practice: examples of positive and negative experiences of motivating athletes		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Knowledge test	51.0%	80.0%
	Engagement during the classes	100.0%	20.0%
Recommended reading	Basic literature	• M.W. Kopertyńska, Motywowanie pracowników: teoria i praktyka, Placet, Warszawa 2009; • M. Juchnowicz, Zaangażowanie pracowników. Sposoby oceny i motywowania, PWE, Warszawa 2012 • T. Kawka, Wynagrodzenia w organizacjach nowej gospodarki: uwarunkowania, funkcje, konfiguracja, Monografie i Opracowania Uniwersytetu Ekonomicznego we Wrocławiu, nr 250, 2014. • Panfil R., Zarządzanie produktem klubu sportowego, Wyd. Akademia Umiejętności - Management Coaching, 2008, Wrocław	
	Supplementary literature	• A. Pietroń-Pyszczyk, Motywowanie pracowników. Wskazówki dla menedżerów, Marina, Wrocław 2014. • W. Kozłowski, Zarządzanie motywacją pracowników, CeDeWu, Warszawa 2009. • J. Woźniak, Współczesne systemy motywacyjne, PWN, Warszawa 2012. • R. Panfil, Zarządzanie kapitałem ludzkim w efektywnych firmach sportowych, PN UE Wrocław, nr 115, Wrocław 2010 • Z. Sekuła, Motywowanie do pracy. Teorie i instrumenty, PWE, Warszawa 2008.	
	eResources addresses		

Example issues/ example questions/ tasks being completed	1. What basic motivation models are used in shaping commitment in a sports team? 2. What is the Yerkes-Dodson concept in the case of assigning tasks to athletes? 3. Most common mistakes and problems in motivating members of a sports team? 4. Modern forms of remuneration - possibilities of application in professional competitive sports.
Work placement	Not applicable

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