

Subject card

Subject name and code	Foundations of Management, PG_00146168						
Field of study	Management and Communications in Performing Arts						
Date of commencement of studies	October 2025		Academic year of realisation of subject		2025/2026		
Education level	Master'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		
Semester of study	1		ECTS credits		3.0		
Learning profile	academic		Assessment form		exam		
Conducting unit	Division of Drama, Theatre and Performance -> Institute of Polish Philology -> Faculty of Languages -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Emilia Dobrowolska				
	Teachers		dr Emilia Dobrowolska				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	0.0	0.0	0.0	0.0	15
	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	15		1.0		59.0	75
Subject objectives	The main aim of the subject is to provide knowledge related to the essence, scope and process of managing an organization. In addition, students will learn about the external (exogenous) and internal (endogenous) factors influencing the the organization.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZKWSSMU2_W08] Has extended knowledge of the enterprise's environment, its factors and changes taking place in this area, as well as the relationships, importance and impact of the environment and stakeholders on the functioning of the enterprise. Has extensive knowledge of tools for diagnosing macro- and micro-environment.	The student has extended knowledge of the impact of the company's environment on its management process	[SW4] test/exam - oral or written
	[ZKWSSMU2_K08] Is aware of supplementing and expanding the acquired knowledge and skills, tries to interdisciplinarily combine knowledge from various fields and disciplines of science, and is aware of a critical assessment of the acquired knowledge and received content.	The student is aware of supplementing and expanding the acquired knowledge and skills related to the organization management process.	[SK1] oral statement/conversation/discussion
	[ZKWSSMU2_U07] Is able to apply the acquired knowledge in the field of management and quality sciences in professional practice, manage the work of a team and properly cooperate with other people as part of team work and take a leading role in teams.	The student is able analyze the conditions of the management process and to apply knowledge about the role and function of the manager of the organization in the professional practice	[SU5] implementation of a problem task
Subject contents	Origin of management sciences - basic management problems, basic concepts: control, direction, management, administration, organization. Features of organized action cycle. Management (roles of a manager in an organization, leadership in an organization, features of management styles, managerial skills). Planning (the role of planning in management, factors shaping the organization's plan: mission, vision, organizational strategy, types of plans in the organization). Organizing (types organizational structures - classic, basic and modern organizational structures). Motivation (essence and mechanisms of human motivation, human needs: classification and individualization, tools of material motivation and intangible, remuneration system - goals, components, determinants). Control (stages of the control process, types of tasks and functions of control). Organization development (organizational life cycle, costs and benefits of organizational changes, diagnostic and prognostic approaches to design changes, overcoming resistance to change).		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	exam	51.0%	90.0%
	Active presence in classes	80.0%	10.0%

Recommended reading	Basic literature	Czermiński, A., Czerska, M., Nogalski, B., Rutka, R., & Apanowicz, J. (2001). Zarządzanie organizacjami. TNOiK, Toruń. Zakrzewska-Bielawska, A. (Ed.). (2020). Podstawy zarządzania: Teoria i ćwiczenia. Wolters Kluwer. L. F. Korzeniowski (2019), Podstawy zarządzania organizacjami, Difin, Warszawa. R. W. Griffin (2017), Podstawy zarządzania organizacjami, PWN, Warszawa.
	Supplementary literature	P. F. Drucker, Zarządzanie w XXI wieku, Muza, Warszawa 2000. P. F. Drucker, Praktyka zarządzania, Czytelnik, Nowoczesność, Kraków, 2005. P. F. Drucker, Menedżer skuteczny. Efektywności można się nauczyć, MT Biznes, Warszawa, 2017. K. Blanchard, S. Johnson, Nowy jednominutowy menedżer, MT Biznes, Warszawa 2015. S. R. Covey, 7 nawyków skutecznego działania, Dom Wydawniczy Rebis, Poznań 2007.
	eResources addresses	
Example issues/ example questions/ tasks being completed	1. What basic stages can be distinguished in the cycle of organized action? 2. Analysis of leadership styles on selected examples. 3. What is the role of planning in organizational management? 4. What is the importance of material motivation and non-material motivation? 5. What types of organizational structures can be distinguished? 6. What are the characteristics of effective control in an organization? 7. What are the sources of resistance to changes in the organization?	
Work placement	Not applicable	

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