

## Subject card

|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                          |                                         |                                     |                                                                                                                      |            |     |
|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------|------------|-----|
| Subject name and code                       | Integration Workshop, PG_00146169                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                          |                                         |                                     |                                                                                                                      |            |     |
| Field of study                              | Warsztat integracji pracowniczej (Ćw. warsztatowe)                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                          |                                         |                                     |                                                                                                                      |            |     |
| 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<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                           | 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                          | ECTS credits                            |                                     | 2.0                                                                                                                  |            |     |
| Learning profile                            | academic                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                          | Assessment form                         |                                     | credit                                                                                                               |            |     |
| 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 hab. Tomasz Kawka                    |                                     |                                                                                                                      |            |     |
|                                             | Teachers                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                          | dr hab. Tomasz Kawka                    |                                     |                                                                                                                      |            |     |
| Lesson types                                | Lesson type                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Lecture                                                  | Tutorial                                | Laboratory                          | Project                                                                                                              | Seminar    | SUM |
|                                             | Number of study hours                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 0.0                                                      | 15.0                                    | 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                          | To familiarize students with the determinants and mechanisms of team building through active social and organizational integration. In addition, the subject is intended to provide students with a basic set of skills and behavioral patterns for managers in the formation of interpersonal relations in the initial phase of team formation, as well as behavioral skills in difficult situations during team leadership against the background of practical "teambuilding" tools. |                                                          |                                         |                                     |                                                                                                                      |            |     |

| Learning outcomes | Course outcome                                                                                                                                                                                                                                                                                                                                                                                                                                  | Subject outcome                                                                                                                                                                                                                            | Method of verification                       |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
|                   | [ZKWSSMU2_K07] Is aware and understands the need to behave in an ethical, sustainable and socially responsible way in professional life.                                                                                                                                                                                                                                                                                                        | K_K07 Is aware of and understands the need to behave in a responsible, balanced and empathetic manner in team building processes. Can be a coach for other group participants.                                                             | [SK5] realizacja zadania problemowego        |
|                   | [ZKWSSMU2_K06] Is ready to work in groups, co-create them or manage them. Is aware of adapting his behavior to the role he plays in the team.                                                                                                                                                                                                                                                                                                   | K_K06 Is ready to work in groups, co-create them or manage them. Is able to independently prepare a model employee integration workshop and is competent to be a team leader                                                               | [SK1] wypowiedź ustna/rozmowa/dyskusja       |
|                   | [ZKWSSMU2_U11] Is able to search for necessary information in making rational operational and strategic decisions regarding the organization's resources and its efficient management.                                                                                                                                                                                                                                                          | K_U11 Is able to search for necessary information in making rational operational and strategic decisions relating to the process of shaping the employee team and team synergy mechanisms.                                                 | [SU5] realizacja zadania problemowego        |
|                   | [ZKWSSMU2_W12] Has extended knowledge in the field of social sciences, with particular emphasis on the discipline of management sciences, and understands their relations with other social sciences, including theoretical foundations, structured and theoretically based knowledge covering key issues and selected issues in the field of entrepreneurship.                                                                                 | K_W12 Knows the theoretical foundations, has structured and theoretically supported knowledge covering key issues of human resources management in the area of building efficient employee teams                                           | [SW1] wypowiedź ustna/rozmowa/dyskusja       |
|                   | [ZKWSSMU2_W02] Has in-depth knowledge of the connections between management and quality sciences with various areas of the humanities and is aware of the problems and research opportunities arising from the connection of these areas. Has extended knowledge in the field of social sciences, with particular emphasis on the discipline of management and quality sciences, and understands their relationship with other social sciences. | K_W02 Has in-depth knowledge of the relationship between building employee integration, building relationships in a group in the context of management and quality sciences with various areas of the humanities and other social sciences | [SW1] wypowiedź ustna/rozmowa/dyskusja       |
|                   | [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.                                                                                                                                                                  | K_U08 Is aware of supplementing and expanding acquired knowledge and skills in the field of building employee teams                                                                                                                        | [SK6] demonstracja umiejętności praktycznych |
|                   | [ZKWSSMU2_W06] Knows in-depth a number of different methods and managerial analysis techniques supporting the economic decision-making process, and also knows the sources of data and information in the field of individual fields of social sciences.                                                                                                                                                                                        | K_W06 Knows in-depth a number of different team building methods in the context of modern HRM methods                                                                                                                                      | [SW1] wypowiedź ustna/rozmowa/dyskusja       |
|                   | [ZKWSSMU2_W11] Has extensive knowledge of the relationships between social science disciplines, which are crucial for understanding people's attitudes and behaviors in the work process and creating value through human capital.                                                                                                                                                                                                              | K_W11 Has extended knowledge on understanding phenomena in the field of employee development, building teams against the background of the challenges of integration methodology in modern models of human capital                         | [SW5] realizacja zadania problemowego        |
|                   | [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.                                                                                                                                                                                      | K_U07 Is able to apply the acquired knowledge in the field of management and quality sciences in professional practice in the field of team building and employee integration                                                              | [SU5] realizacja zadania problemowego        |

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| Subject contents                                               | 1 The essence and importance of group work in the context of cultural institutions<br>2. Group roles according to the concept of M. Belbin<br>3. The effect of synergy and in team action<br>4. Group think syndrome as a negative effect of teamwork<br>5. The role of management and leadership in team formation<br>6. Phases and stages of the formation of an employee team<br>7. Organizational and social determinants of team integration<br>8. Methods and techniques of integrating employees in cultural institutions<br>9. Social and interpersonal cohesiveness factors of team integration<br>10. Workshop on the formation of integration bonds among the participants of the student group<br>11. Analysis and summary of the workshop activities in the context of the goals of integration among the participants of the student group |                                                                                                                                                                                                                                                                                                                                                                                              |                               |
| Prerequisites and co-requisites                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                              |                               |
| Assessment methods and criteria                                | Subject passing criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Passing threshold                                                                                                                                                                                                                                                                                                                                                                            | Percentage of the final grade |
|                                                                | Test                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 51.0%                                                                                                                                                                                                                                                                                                                                                                                        | 90.0%                         |
|                                                                | Active presence in classes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 80.0%                                                                                                                                                                                                                                                                                                                                                                                        | 10.0%                         |
| Recommended reading                                            | Basic literature                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1. Żarczyńska A., Adaptacja nowego pracownika do pracy, Oficyna Wolters Kluwer, Krakow 2008.<br>2. Kożusznik B., Psychologia zespołu pracowniczego. Doskonalenie efektywności. Wyd. US, Katowice 2002<br>3. Armstrong M., Zarządzanie zasobami ludzkimi, Wolters Kluwert, Warszawa 2010<br>4. Belbin M., Twoja rola w zespole, Wydawnictwo GWP, Gdańsk 2003                                  |                               |
|                                                                | Supplementary literature                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1. Kawka T., Styl kierowania jako determinanta zarządzania zespołem zadaniowym [w:] Zarządzanie w sytuacjach kryzysowych, Prace Naukowe UE we Wrocławiu, Wrocław 2010<br>2. Borowska-Pietrzak A., Perspektywa pracownicza poczucia motywacji niematerialnej ukierunkowanej na pracownika [w:] Człowiek w organizacji, teoria i praktyka, red. P. Wachowiak, Oficyna Wydawnicza Warszawa 2002 |                               |
|                                                                | eResources addresses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                              |                               |
| Example issues/<br>example questions/<br>tasks being completed | 1. What is group think syndrome<br>2. How the mechanisms of group work are carried out<br>3. Determinants of the formation of team synergy in action                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                              |                               |
| Work placement                                                 | Not applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                              |                               |

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