

## Subject card

|                                             |                                                                                                                                                                                                                                                              |                                                          |                                         |                                     |                                                                                                                      |            |     |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------|------------|-----|
| Subject name and code                       | Motivating and rewarding employees of cultural institutions, PG_00146199                                                                                                                                                                                     |                                                          |                                         |                                     |                                                                                                                      |            |     |
| 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<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                           | 2                                                                                                                                                                                                                                                            |                                                          | 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 Joanna Litwin                        |                                     |                                                                                                                      |            |     |
|                                             | Teachers                                                                                                                                                                                                                                                     |                                                          |                                         |                                     |                                                                                                                      |            |     |
| 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                                 |                                                                                                                      | 34.0       | 50  |
| Subject objectives                          | To familiarize students with the basic knowledge of motivating people in an organization, tangible and intangible tools of motivation, and to develop skills in designing employee compensation systems necessary for managers to effectively manage people. |                                                          |                                         |                                     |                                                                                                                      |            |     |

|                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                          |                                                                                                             |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| 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.                                                                                                                                                                                                                                               | Defines the concept of motivation and motivation.<br>Lists models of motivation according to the literature on the subject.                                                                                                                                                                              | [SW1] oral statement/<br>conversation/discussion<br>[SW2] presentation/project/paper/<br>report             |
|                                 | [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.                                                                                                                                                                                                                                                                                                                            | Has knowledge of motivation tools in the people management process                                                                                                                                                                                                                                       | [SW2] presentation/project/paper/<br>report                                                                 |
|                                 | [ZKWSSMU2_U06] Is able to correctly interpret the socio-economic phenomena of the organization, current events in economic policy and economics, as well as independently plan and implement lifelong learning and guide others in the management of the organization.                                                                                                                                                                                                                                                                                                              | Can apply the acquired knowledge of motivation in professional practice.<br>Able to express one's point of view communicatively.                                                                                                                                                                         | [SU1] oral statement/conversation/<br>discussion<br>[SU2] presentation/project/paper/<br>report             |
|                                 | [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.                                                                                                                                                                                                                                                                                                                          | Can select and apply the motivation tools learned and evaluate them.<br>Discusses the motivation tools used.                                                                                                                                                                                             | [SU1] oral statement/conversation/<br>discussion<br>[SU8] observation of student's independent or team work |
|                                 | [ZKWSSMU2_K03] Is ready to take professional initiatives, manage a group and take responsibility for leading a team, is able to build teams and lead them appropriately, and thinks and acts in an entrepreneurial way.                                                                                                                                                                                                                                                                                                                                                             | Is ready to use motivational tools in professional practice and take responsibility for managing a team                                                                                                                                                                                                  | [SK8] observation of student's independent or team work                                                     |
|                                 | [ZKWSSMU2_K07] Is aware and understands the need to behave in an ethical, sustainable and socially responsible way in professional life.                                                                                                                                                                                                                                                                                                                                                                                                                                            | Is aware and understands the importance of motivational tools in the process of managing people in an ethical and socially responsible way                                                                                                                                                               | [SK1] oral statement/conversation/<br>discussion<br>[SK8] observation of student's independent or team work |
| Subject contents                | <ol style="list-style-type: none"> <li>1. The concept of motivation.</li> <li>2. Classical and contemporary approaches to motivation - theories of motivation.</li> <li>3. Tangible and intangible motivation - sources and tools of motivation.</li> <li>4. The most common mistakes made during motivation.</li> <li>5. Objectives, functions and principles of rewarding employees.</li> <li>6. Criteria for differentiation of employee wages, selection of forms and components of wages - construction of motivational pay scales.</li> <li>7. Evaluation of work.</li> </ol> |                                                                                                                                                                                                                                                                                                          |                                                                                                             |
| Prerequisites and co-requisites |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                          |                                                                                                             |
| Assessment methods and criteria | Subject passing criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Passing threshold                                                                                                                                                                                                                                                                                        | Percentage of the final grade                                                                               |
|                                 | implementation of work in practise groups                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 80.0%                                                                                                                                                                                                                                                                                                    | 30.0%                                                                                                       |
|                                 | exam                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 51.0%                                                                                                                                                                                                                                                                                                    | 60.0%                                                                                                       |
|                                 | attendance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 80.0%                                                                                                                                                                                                                                                                                                    | 10.0%                                                                                                       |
| Recommended reading             | Basic literature                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | W. Golnau (red.), Human Resource Management, wyd. 3, CeDeWu, Warsaw 2012<br>W Kozłowski Motivating employees in the organization, CeDeWu, Warsaw 2023<br>W. Kopertyńska, Motivating employees: theory and practice, Placet, Warsaw 2009<br>J. Woźniak, Contemporary incentive systems , PWN, Warsaw 2012 |                                                                                                             |

|                                                                |                                                                                                                                                                                                                                                 |                                                                                                                                                                                                             |
|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                | Supplementary literature                                                                                                                                                                                                                        | W. Kopertyńska, The payroll system of the enterprise, Publisher of the Academy of Economics in Wrocław, Wrocław 2000<br>M. Juchnowicz, Employee Engagement. Ways to evaluate and motivate, PWE, Warsaw 2012 |
|                                                                | eResources addresses                                                                                                                                                                                                                            |                                                                                                                                                                                                             |
| Example issues/<br>example questions/<br>tasks being completed | Present the assumptions of the Two-factor theory of motivation by F. Herzberg; Present motivational tools - give 3 examples each; On the basis of a selected method, describe the mechanism of building motivation according to process theory. |                                                                                                                                                                                                             |
| Work placement                                                 | Not applicable                                                                                                                                                                                                                                  |                                                                                                                                                                                                             |

Document generated electronically. Does not require a seal or signature.