

Subject card

Subject name and code	Conflict Management in International Environment, PG_00172299						
Field of study	International Economic Relations						
Date of commencement of studies	October 2025		Academic year of realisation of subject		2025/2026		
Education level	Bachelor's studies		Subject group		Obligatory subject group 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		1.0		
Learning profile	academic		Assessment form				
Conducting unit	Division of Global Economy -> Department of Maritime Transport and Seaborne Trade -> Faculty of Economics -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Bożena Klusek-Wojciszke				
	Teachers		dr Bożena Klusek-Wojciszke				
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		5.0		5.0	25
Subject objectives	The aim of the subject is to familiarize the student with methods of conflict management in organizations, taking into account intercultural differences.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[MSGL3_U05] can use basic regulations and standards which determine business activity, as well as accounting principles in order to solve specific tasks related to the activity of enterprises	Student is able to use regulations and standards that determine economic activity on the international market in order to build a team, communicate in the team and resolve conflicts.	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task [SU8] observation of student's independent or team work
	[MSGL3_K04] is ready to think and act in an entrepreneurial manner; adapts to new situations and conditions, undertakes challenges of creative thinking; is resilient to failures; can identify threats and assess the risk of their occurrence	Student, participating in the work of an international team, adapts to emerging circumstances, can identify conflict situations and effectively deal with them.	[SK1] oral statement/conversation/discussion [SK3] text preparation/written work [SK8] observation of student's independent or team work
	[MSGL3_K05] correctly identifies, diagnoses and solves dilemmas and various options of solutions related to the profession	As a member of an international team, student identifies conflict situations and looks for ways to manage them.	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task [SK8] observation of student's independent or team work
	[MSGL3_K06] is ready to be guided in his/her professional life by business ethics and corporate social responsibility, to respect others and to be loyal to his/her employer	In the face of conflicts in the organization, the student is ready to be guided by business ethics.	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task [SK8] observation of student's independent or team work
	[MSGL3_K03] participates in the preparation of economic and social projects; can reconcile legal, economic, ecological, political and social requirements	Student, when participating in international projects, can avoid conflict situations and effectively deal with them.	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task [SK8] observation of student's independent or team work
	[MSGL3_W09] has knowledge about a human being as an individual making economic decisions, acting within social structures and organisational units (in particular enterprises) or conducting individual economic activity	Student has knowledge about a person as an individual participating in the work of international teams.	[SW1] oral statement/conversation/discussion [SW5] implementation of a problem task
	[MSGL3_U14] can interact and work in a team (including an international one), taking various roles within it	Student can resolve conflicts in an international business team. Student is able to use consultations to deepen knowledge and improve the quality of teamwork	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task [SU8] observation of student's independent or team work
Subject contents	1. Conflict in the organization - organizational cultures. 2. Conflict management methods. 3. Behavioral styles in conflict situations. 4. Reaction to conflict and gender differences. 5. Reaction to conflict and cultural differences. 6. Culture and leadership styles. 7. Cultural frameworks of communication behavior in conflict. 8. Intercultural communication and competence training. 9. Methods of coping with stress in conflict situations. 10. Negotiation workshops. W ramach udziału studenta w ćwiczeniach 5 godzin przeznaczonych jest na indywidualne konsultacje mające na celu wsparcie procesu uczenia celem wyjaśniania trudniejszych zagadnień z zakresu zarządzania konfliktem w organizacji.		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	activity during classes and involvement in the tasks performed	51.0%	100.0%
Recommended reading	Basic literature	1. Klusek-Wojciszke B. Konflikt w organizacji: style postępowania, Wydawnictwo Uniwersytetu Gdańskiego 2020. 2. Berendt J; Panas M; Vesna L, Szacunek, zgoda. Porozumiewanie bez przemocy w praktyce biznesowej, Wydawnictwo: Onepress, 2022. 3. Chęłpa S; Witkowski T, Psychologia konfliktów. Praktyka radzenia sobie ze sporami, Wydawnictwo: BezMaski, Wrocław 2015.	

	Supplementary literature	1. Fisher R; Ury W; Patton B. Dochodząc do tak, Polskie Wydawnictwo Ekonomiczne, Warszawa 2016. 2. Deutsch M., Coleman P.T. Rozwiązywanie konfliktów, Kraków 2005, Wydawnictwo Uniwersytetu Jagiellońskiego. 3. Hofstede G. Kultury i organizacje, PWE, Warszawa 2000. 4. Kłusek-Wojciszke B. Osobowość jako determinanta wyboru stylu rozwiązywania konfliktów, Organizacja i Kierowanie, nr 1, 2009. 5. Kłusek-Wojciszke B. Konstrukcja kwestionariusza stylów postępowania w sytuacji konfliktowej, Czasopismo Psychologiczne, lipiec 2009.
	eResources addresses	
Example issues/ example questions/ tasks being completed		
Work placement	Not applicable	

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