University of Gdańsk

Subject card

Subject name and code	Fundamentals of management, PG_00197594		
Field of study	Eastern Studies		
Date of commencement of studies	October 2026	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	1	Language of instruction	Polish
Semester of study	2	ECTS credits	3.0
Learning profile	academic	Assessment form	exam
Conducting unit	Institute of Russian and Eastern Studies -> Faculty of Languages -> Rector		
Name and surname of lecturer (lecturers)	Subject supervisor	dr hab. Urszula Patocka-Sigłowy, prof. UG	
	Teachers		

Lesson types

Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
Number of study hours	30.0	0.0	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	2.0	43.0	75

Subject objectives

The aim of the classes is to expose students to a wide range of issues related to the functioning of various types of organizations that they may encounter in their business activities and everyday life.

Learning outcomes

Course outcome	Subject outcome	Method of verification
[SWSCHL3_K04] Is ready to adhere to the principles of professional ethics and to expect the same from others, as well as to identify and articulate moral issues and ethical dilemmas related to the professional environment	Correctly identifies and resolves dilemmas related to the professional environment.	[SK1] oral statement/conversation/ discussion [SK5] implementation of a problem task
[SWSCHL3_U16] Is able to plan and organise work both individually and in a team, assuming different roles within it	Independently and in a group, proposes solutions to emerging problems, skillfully selecting appropriate forms and means.	[SU1] oral statement/conversation/ discussion [SU5] implementation of a problem task
[SWSCHL3_K03] Is ready to perform professional roles responsibly and to take on professional challenges	He is ready to take on challenges arising from fulfilling various roles in task forces.	[SK1] oral statement/conversation/ discussion [SK5] implementation of a problem task
[SWSCHL3_W04] Has advanced general knowledge in the field of economics and finance	Has advanced knowledge of the basics of organization management and elements of its environment.	[SW4] test/exam - oral or written [SW5] implementation of a problem task
[SWSCHL3_U01] Is able to search for, analyse, evaluate, select, and use information by applying advanced information and communication technologies	Is able to complete the data necessary to perform a basic examination of the organization and its environment.	[SU1] oral statement/conversation/ discussion [SU5] implementation of a problem task

Subject contents	The essence of organization management: organization - an attempt to define the term, features and types of organizations (the criterion of the genotypic function and the criterion of the relationship between people and the organization), general and systemic model of the organization, management (management) - definition of the term, elements of management. Planning in an organization: the essence of planning, planning principles, the course of the planning process, stages of the planning process, planning typology, principles of defining the organization's mission, typical types of strategies, organization's environment, SWOT analysis, portfolio analysis. Management of the social potential of the organization: the process of managing the social potential, human resources planning, stages in the employee selection process, motivating (the essence and mechanisms of motivation, needs as determinants of human behavior, models of motivation, motivation tools, intangible stimuli), evaluation of work and employees, career paths employees. Communication in the organization. Leadership: the concept of leadership, development of leadership theory, leadership styles. Organizational culture. Selected methods and concepts of organization management: reengineering (basic concepts, features, phases, effects), benchmarking (basic concepts, typology, procedure, advantages and disadvantages), outsourcing (basic concepts, goals and principles, stages, typology, advantages and disadvantages) , knowledge and competence management, participatory management (goals of participation, features and effects of participation), project management (goals and scope of the project, principles of project management), quality management.
Prerequisites and co-requisites	
Assessment methods and criteria	

Subject passing criteria	Passing threshold	Percentage of the final grade
written colloquium	51.0%	50.0%
tasks carried out during the semester	51.0%	50.0%

Recommended reading	Basic literature	• Bielski M. Podstawy organizacji i zarządzania, Warszawa 2002. • Brilman J. Nowoczesne koncepcje i metody zarządzania, Warszawa 2002. • Czermiński A., Czerska M. i in. Zarządzanie organizacjami, Toruń 2001. • Griffin R.W. Podstawy organizacji i zarządzania, Warszawa 1996. • Lendzion J., Stankiewicz-Mróz A. Wprowadzenie do organizacji i zarządzania, Kraków 2005. • Stoner J.A.F., Freeman R.E., Gilbert D.R. Kierowanie, Warszawa 2001. • Zarządzanie zasobami ludzkimi, red. H. Król, A. Ludwiczyński, Warszawa 2006.
	Supplementary literature	• Armstrong M., Zarządzanie zasobami ludzkimi, Warszawa 2010. • Barabasz A., Osobowość organizacji: zastosowanie w praktyce zarządzania, Wrocław 2008. • Bartkowiak G., Psychologia zarządzania, Warszawa 1997. • Bendell T., Boulter L., Benchmarking, Kraków 2000. • Brzeziński M., Organizacja kreatywna, Warszawa-Kraków 2009. • Cyfert Sz., Krzakiewicz K., Nauka o organizacji, Poznań 2009. • Jachnis A., Psychologia organizacji: kluczowe zagadnienia, Warszawa 2008. • Kożuch B., Nauka o organizacji, Warszawa 2007. • Peszko A., Podstawy zarządzania organizacjami, Kraków 2005. • Robins S.P. Zasady zachowania w organizacji, Poznań 2001. • Rozkwitalska M., Bariery z zarządzaniu międzykulturowym, Warszawa 2011. • Winkler R., Zarządzanie komunikacją w organizacjach zróżnicowanych kulturowo, Warszawa 2008. • Zbiegień-Maciąg L., Kultura w organizacji: identyfikacja kultur znanych firm, Warszawa 2008. • Żemigała M., Społeczna odpowiedzialność przedsiębiorstwa: budowanie zdrowej, efektywnej organizacji, Kraków 2007.
	eResources addresses	
Example issues/ example questions/ tasks being completed		
Work placement	Not applicable	

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