University of Gdańsk

Subject card

Subject name and code	Management, PG_00198932						
Field of study	Economics						
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	1		ECTS credits	3.0			
Learning profile	academic		Assessment form	credit			
Conducting unit							
Name and surname of lecturer (lecturers)	Subject supervisor		dr Wojciech Machel				
	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		4.0		41.0	75
Subject objectives	The aim of the course is to present students with the basics of organizational management science, including showing the complexity and interdisciplinary nature of management and quality sciences as a subject (scope of knowledge) permeating all aspects of an organization's functioning, with particular emphasis on management functions and tools.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[EKONL3_W11] knows the general principles for the creation and development of forms of individual entrepreneurship, using knowledge of economics, finance and management sciences	Distinguishes basic terms such as control, management, management, administration and three meanings of organization. Knows the structure of managerial activities and skills, distinguishes management styles. Knows the process of evolution of strategic planning, can describe the mission, goals, strategy, distinguishes types of strategy. Knows the components and dimensions of organizational structure, the process of designing the structure, components of the total organization and measures and factors of formalization. Knows the essence of motivation and motivation tools, can review the theory of motivation and describe motivating forms of pay organization. Distinguishes types of control, knows the functions of control. Can determine the causes of organizational changes and present the cycle of organizational change, describe methods of designing change and indicate the nature and causes of human resistance in the change process.	[SW4] test/exam - oral or written
	[EKONL3_W08] has an advanced knowledge of the processes of changing elements, enterprises and whole structures of economic organisations, as well as the processes of changing social institutions, knows what their causes, course, scale, consequences are and what the influence of external stakeholders is on them	Distinguishes basic terms such as control, management, management, administration and three meanings of organization. Knows the structure of managerial activities and skills, distinguishes management styles. Knows the process of evolution of strategic planning, can describe the mission, goals, strategy, distinguishes types of strategy. Knows the components and dimensions of organizational structure, the process of designing the structure, components of the total organization and measures and factors of formalization. Knows the essence of motivation and motivation tools, can review the theory of motivation and describe motivating forms of pay organization. Distinguishes types of control, knows the functions of control. Can determine the causes of organizational changes and present the cycle of organizational change, describe methods of designing change and indicate the nature and causes of human resistance in the change process.	[SW4] test/exam - oral or written

Course outcome	Subject outcome	Method of verification
[EKONL3_W05] has a knowledge of man as a subject who creates social structures and the principles of their functioning and of his action in these structures, knows well the motives of human economic decision-making	Distinguishes basic terms such as control, management, management, administration and three meanings of organization. Knows the structure of managerial activities and skills, distinguishes management styles. Knows the process of evolution of strategic planning, can describe the mission, goals, strategy, distinguishes types of strategy. Knows the components and dimensions of organizational structure, the process of designing the structure, components of the total organization and measures and factors of formalization. Knows the essence of motivation and motivation tools, can review the theory of motivation and describe motivating forms of pay organization. Distinguishes types of control, knows the functions of control. Can determine the causes of organizational changes and present the cycle of organizational change, describe methods of designing change and indicate the nature and causes of human resistance in the change process.	[SW4] test/exam - oral or written
[EKONL3_K01] recognises the importance of economic knowledge in identifying and solving economic problems and of consulting experts when difficulties in solving them independently	Is able to present and select arguments for the proposed position. Understands the meaning of teamwork. Has a sense of responsibility for oneself and the team. Understands the importance of creativity and innovation in the modern world. Accepts the need for continuous self-development.	[SK4] test/exam - oral or written
[EKONL3_U06] uses the knowledge acquired in economics, finance and management to solve economic and social dilemmas arising in the professional context	Is able to identify the role and function of the manager in the organization. Is able to analyze the conditions of the management process.	[SU4] test/exam - oral or written
[EKONL3_U01] can correctly interpret economic and social phenomena and apply knowledge of economics, finance and management sciences to explain economic phenomena	Is able to identify the role and function of the manager in the organization. Is able to analyze the conditions of the management process.	[SU4] test/exam - oral or written
[EKONL3_U03] is able to analyse the causes and course of specific economic and social processes and phenomena, and accurately analyse these phenomena using adequate methods and tools economic and social	Is able to identify the role and function of the manager in the organization. Is able to analyze the conditions of the management process.	[SU4] test/exam - oral or written
[EKONL3_K04] is willing to think and act in an entrepreneurial manner; adapts to new situations and conditions, takes on the challenges of creative thinking, is resilient in the face of failure, is able to identify risks and assess the risks of failure	Is able to present and select arguments for the proposed position. Understands the meaning of teamwork. Has a sense of responsibility for oneself and the team. Understands the importance of creativity and innovation in the modern world. Accepts the need for continuous self-development.	[SK4] test/exam - oral or written

Course outcome	Subject outcome	Method of verification
[EKONL3_K03] participates in the preparation of economic and social projects, being able to reconcile legal, economic, ecological, political and social requirements	Is able to present and select arguments for the proposed position. Understands the meaning of teamwork. Has a sense of responsibility for oneself and the team. Understands the importance of creativity and innovation in the modern world. Accepts the need for continuous self-development.	[SK4] test/exam - oral or written
[EKONL3_W09] has an advanced knowledge of the evolution of theories describing economic entities and organisations as well as public institutions, and has an advanced knowledge of functional links within them	Distinguishes basic terms such as control, management, management, administration and three meanings of organization. Knows the structure of managerial activities and skills, distinguishes management styles. Knows the process of evolution of strategic planning, can describe the mission, goals, strategy, distinguishes types of strategy. Knows the components and dimensions of organizational structure, the process of designing the structure, components of the total organization and measures and factors of formalization. Knows the essence of motivation and motivation tools, can review the theory of motivation and describe motivating forms of pay organization. Distinguishes types of control, knows the functions of control. Can determine the causes of organizational changes and present the cycle of organizational change, describe methods of designing change and indicate the nature and causes of human resistance in the change process.	[SW4] test/exam - oral or written
[EKONL3_U14] is ble to set priorities, plan and organize the implementation of individual and team tasks, as well as monitor and evaluate progress in achieving set goals.	Is able to present and select arguments for the proposed position. Understands the meaning of teamwork. Has a sense of responsibility for oneself and the team. Understands the importance of creativity and innovation in the modern world. Accepts the need for continuous self-development.	[SU4] test/exam - oral or written
[EKONL3_U02] is able to use the knowledge of theory and data to analyse concrete economic and social processes and phenomena and to analyse these phenomena using methods developed in economics, finance and management sciences	Is able to identify the role and function of the manager in the organization. Is able to analyze the conditions of the management process.	[SU4] test/exam - oral or written
[EKONL3_K06] is willing to be guided in his professional life by business ethics and corporate social responsibility, to respect others and to be loyal to his employer	Is able to present and select arguments for the proposed position. Understands the meaning of teamwork. Has a sense of responsibility for oneself and the team. Understands the importance of creativity and innovation in the modern world. Accepts the need for continuous self-development.	[SK4] test/exam - oral or written
[EKONL3_U13] be able to interact and work in a group (including an international one), assuming various roles within it	Is able to identify the role and function of the manager in the organization. Is able to analyze the conditions of the management process.	[SU4] test/exam - oral or written

Course outcome	Subject outcome	Method of verification
[EKONL3_U07] is able to participate in analyses and evaluations of alternative solutions to economic and social problems and to choose the methods and instruments to resolve them rationally	Is able to identify the role and function of the manager in the organization. Is able to analyze the conditions of the management process.	[SU4] test/exam - oral or written
[EKONL3_K05] correctly identifies, diagnoses and resolves professional dilemmas and different options for solutions	Is able to present and select arguments for the proposed position. Understands the meaning of teamwork. Has a sense of responsibility for oneself and the team. Understands the importance of creativity and innovation in the modern world. Accepts the need for continuous self-development.	[SK4] test/exam - oral or written
[EKONL3_U15] is able to independently supplement and improve his acquired knowledge and skills in the field of economics, is open to new concepts and solutions, and demonstrates a willingness to engage in lifelong learning and to cooperate and exchange knowledge with other participants in the learning process.	Is able to identify the role and function of the manager in the organization. Is able to analyze the conditions of the management process.	[SU4] test/exam - oral or written
[EKONL3_W07] has an advanced knowledge of the economic and financial principles of the functioning and management of economic entities and organisations as well as the legal, organisational, moral and ethical norms and rules governing the functioning of public institutions	Can determine the causes of organizational changes and present the cycle of organizational change, describe methods of designing change and indicate the nature and causes of human resistance in the change process.	[SW4] test/exam - oral or written

Subject contents

1. The origins of management science - basic management problems, basic concepts: control, management, administration, organization).
2. Organized action - characteristics of organized action, cycle of organized action.
3. Management (roles of the manager in the organization, leadership in the organization, characteristics of management styles, managerial skills).
4. Planning (role of planning in management, factors shaping the organization's plan: mission, vision, organization strategy, types of plans in the organization).
5. Organizing (process of building an organization model - creating organizational positions and combining them into groups, structure-forming factors, types of organizational structures - classical, basic and modern organizational structures).
6. Motivation (essence and mechanisms of human motivation, human needs: classification and individualization, tools of material and non-material motivation, remuneration system - goals, components, determinants).
7. Control (stages of the control process, tasks, types and functions of control).
8. Organization development (organization life cycle, costs and benefits of organizational changes, diagnostic and prognostic approach to designing changes, overcoming resistance to change).

In order to develop the concepts discussed during the lectures, students can take advantage of consultations.

Prerequisites and co-requisites

none

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
test	51.0%	100.0%

Recommended reading	Basic literature	R. W. Griffin, Fundamentals of Organizational Management, PWN, Warsaw 2020.A. Zakrzewska Bielawska, Fundamentals of Management Theory and Exercises, Wydawnictwo Niepoprawne, Warsaw 2020A. Czermiński, M. Czerska, B. Nogalski, R. Rutka, J. Apanowicz, Organizational Management, TNOiK, Toruń 2001.L. F. Korzeniowski, Fundamentals of Organizational Management, Difin, Warsaw 2019.J. A. F. Stoner, R. E. Freemanm , D. G. Gilbert, Management, PWE, Warsaw 2011.
	Supplementary literature	P. F. Drucker, Management in the 21st Century, Muza, Warsaw 2000.P. F. Drucker, Management Practice, Czytelnik, Nowoczesność, Cracow, 2005.P. F. Drucker, Effective Manager. Effectiveness Can Be Learned, MT Biznes, Warsaw, 2017.K. Blanchard, S. Johnson, The New One-Minute Manager, MT Biznes, Warsaw 2015.S. R. Covey, 7 Habits of Highly Effective People, Rebis Publishing House, Poznań 2007.H. Steinmann, G. Schreyogg, Management. Basics of Enterprise Management Concepts, Functions, Examples, Publishing House of Wrocław University of Technology, Wrocław 2001.
	eResources addresses	
Example issues/ example questions/ tasks being completed	List the functions of management.Introduce and discuss the types of organizational structures.Introduce the concepts of human motivation.	
Work placement	Not applicable	

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