University of Gdańsk

Subject card

Subject name and code	Change Management in International Management, PG_00200112		
Field of study	International Economic Relations		
Date of commencement of studies	October 2026	Academic year of realisation of subject	2027/2028
Education level	Master's studies	Subject group	Obligatory subject group in the field of study Optional subject group Subject group related to scientific research in the field of study
Mode of study	part-time studies	Mode of delivery	at the university
Year of study	2	Language of instruction	Polish
Semester of study	4	ECTS credits	2.0
Learning profile	academic	Assessment form	credit
Conducting unit	Faculty of Economics -> Rector		
Name and surname of lecturer (lecturers)	Subject supervisor	dr Tomasz Gutowski	
	Teachers		

Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	12.0	0.0	8.0	0.0	20
	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	20	0.0	30.0	50

Subject objectives	The aim of the course is to identify the needs for changes and ways to carry them out in a modern enterprise

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[MSGMU2_W14] has an in-depth knowledge of the human being as an individual making economic decisions, acting in social structures and organisational units, in particular in enterprises operating on the international market	Student has knowledge of the necessity of making economic decisions in enterprises	[SW2] presentation/project/paper/ report
	[MSGMU2_W04] has in-depth knowledge of of different types and elements of economic structures and institutions, including institutions, organisations and economic entities; understands the causes, course, scale and consequences of changes occurring in them, as well as relations between them on a national, international and intercultural scale; knows the theories explaining relations among them	Student understands the causes and course of changes occurring within a company	[SW1] oral statement/ conversation/discussion
	[MSGMU2_W09] has a knowledge of selected areas of the functioning of a modern enterprise in the national and international environment; understands the conditions, principles and consequences of decisions taken in its structures aiming at the development, and the dependencies among enterprises on the international market	Student knows and understands the determinants of decisions made in modern enterprises	[SW1] oral statement/ conversation/discussion
	[MSGMU2_U02] can observe, evaluate and critically analyse the causes and course of processes and phenomena taking place in the open economy; can formulate his/her own opinions on the subject, interpret statistical data and economic indicators necessary in this respect, and also forecast economic processes and phenomena using advanced methods and tools applied in economic sciences	Using the knowledge acquired, the student can analyze economic processes and phenomena occurring in the business environment	[SU2] presentation/project/paper/ report
	[MSGMU2_U04] can use the acquired knowledge to formulate and solve complex problems related to the operation of economic entities on the international market, with particular emphasis on the European Union market	Student can apply knowledge to solve problems related to the functioning of a business	[SU2] presentation/project/paper/ report
	[MSGMU2_K04] is ready to think and act in an entrepreneurial manner; adapts to new situations and conditions; undertakes challenges of creative thinking; acquires resilience to failures; assesses risks and threats and finds ways of counteracting their effects	Student thinks and acts in an entrepreneurial manner, assesses the risks of decision-making, and finds ways to prevent their consequences	[SK1] oral statement/conversation/ discussion [SK2] presentation/project/paper/ report
Subject contents	Essence of changes in an organization. Organizational crisis. Classification of changes. Resistance of people to change (case study). Designing changes and methods of change management in a company. Conditions and methods of restructuring companies (case study). Business crises - causes, course, consequences (case study). Overview of strategies for overcoming a crisis As part of the consultations, individual questions of students will be discussed, doubts will be clarified and additional information regarding the program content will be provided.		
Prerequisites and co-requisites	No requirements		

<table>
<tr><td>Assessment methods and criteria</td><td colspan="2"><table>
<tr><th>Subject passing criteria</th><th>Passing threshold</th><th>Percentage of the final grade</th></tr>
<tr><td>Participation in the project/ presentation</td><td>51.0%</td><td>35.0%</td></tr>
<tr><td>class participation</td><td>51.0%</td><td>65.0%</td></tr>
</table></td></tr>
<tr><td rowspan="3">Recommended reading</td><td>Basic literature</td><td>Czermiński A., Czerska M., Nogalski B., Rutka R., Apanowicz J., Zarządzanie organizacjami, Dom Organizatora, Toruń 2001
Zelek A., Zarządzanie kryzysem w przedsiębiorstwie. Perspektywa strategiczna. IOiZwP Orgmasz, Warszawa 2003</td></tr>
<tr><td>Supplementary literature</td><td>Przedsiębiorstwo a kryzys globalny, red. R. Sobiecki, J. W. Pietrewicz, SGH, Warszawa 2010.
Przedsiębiorstwo przyszłości, red. M. Grudzewski, I. Hejduk, Difin, Warszawa 2000
Firma w otoczeniu globalnym, red. J. Bogdanienko, Dom Organizatowa, Toruń 2006
Suszyński C., Restrukturyzacja, konsolidacja, globalizacja przedsiębiorstw, PWE, Warszawa 2003.</td></tr>
<tr><td>eResources addresses</td><td></td></tr>
<tr><td>Example issues/ example questions/ tasks being completed</td><td colspan="2">identification of factors forcing changes in the companyeffects of changes in the company and monitoring</td></tr>
<tr><td>Work placement</td><td colspan="2">Not applicable</td></tr>
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