University of Gdańsk

Subject card

Subject name and code	Foundations of Management, PG_00201826		
Field of study	Management and Communications in Performing Arts		
Date of commencement of studies	October 2026	Academic year of realisation of subject	2026/2027
Education level	Master'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	exam
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 Emilia Dobrowolska	
	Teachers	dr Emilia Dobrowolska	

Lesson types

Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
Number of study hours	15.0	0.0	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	2.0	59.0	76

Subject objectives

The main aim of the subject is to provide knowledge related to the essence, scope and process of managing an organization. In addition, students will learn about the external (exogenous) and internal (endogenous) factors influencing the the organization.

Learning outcomes

Course outcome	Subject outcome	Method of verification
[ZKWSSMU2_W08] He has in-depth 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.	The student has extended knowledge of the impact of the company's environment on its management process	[SW4] test/exam - oral or written
[ZKWSSMU2_K08] He is ready to supplementing and expanding the acquired knowledge and skills, tries to interdisciplinaryly combine knowledge from various fields and disciplines of science, and is aware of a critical assessment of the acquired knowledge and received content.	The student is aware of supplementing and expanding the acquired knowledge and skills related to the organization management process.	[SK1] oral statement/conversation/ discussion
[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.	The student is able analyze the conditions of the management process and to apply knowlegde about the role and function of the manager of the organization in the professional practice	[SU5] implementation of a problem task

Subject contents

Origin of management sciences - basic management problems, basic concepts: control, direction, management, administration, organization.

Features of organized action cycle.

Management (roles of a manager in an organization, leadership in an organization, features of management styles, managerial skills).

Planning (the role of planning in management, factors shaping the organization's plan: mission, vision, organizational strategy, types of plans in the organization).

Organizing (types organizational structures - classic, basic and modern organizational structures).

Motivation (essence and mechanisms of human motivation, human needs: classification and individualization, tools of material motivation and intangible, remuneration system - goals, components, determinants).

Control (stages of the control process, types of tasks and functions of control).

Organization development (organizational life cycle, costs and benefits of organizational changes, diagnostic and prognostic approaches to design changes, overcoming resistance to change).

Prerequisites and co-requisites

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
exam	51.0%	90.0%
Active presence in classes	80.0%	10.0%

Recommended reading	Basic literature	Czerminski, A., Czerska, M., Nogalski, B., Rutka, R., & Apanowicz, J. (2001). Zarządzanie organizacjami. TNOiK, Toruń. Zakrzewska-Bielawska, A. (Ed.). (2020). Podstawy zarządzania: Teoria i ćwiczenia. Wolters Kluwer. L. F. Korzeniowski (2019), Podstawy zarządzania organizacjami, Difin, Warszawa. R. W. Griffin (2017), Podstawy zarządzania organizacjami, PWN, Warszawa.
	Supplementary literature	P. F. Drucker, Zarządzanie w XXI wieku, Muza, Warszawa 2000. P. F. Drucker, Praktyka zarządzania, Czytelnik, Nowoczesność, Kraków, 2005. P. F. Drucker, Menedżer skuteczny. Efektywności można się nauczyć, MT Biznes, Warszawa, 2017. K. Blanchard, S. Johnson, Nowy jednominutowy menedżer, MT Biznes, Warszawa 2015. S. R. Covey, 7 nawyków skutecznego działania, Dom Wydawniczy Rebis, Poznań 2007.
	eResources addresses	
Example issues/ example questions/ tasks being completed	1. What basic stages can be distinguished in the cycle of organized action? 2. Analysis of leadership styles on selected examples. 3. What is the role of planning in organizational management? 4. What is the importance of material motivation and non-material motivation? 5. What types of organizational structures can be dsitinguished? 6. What are the characteristics of effective control in an organization? 7. What are the sources of resistance to changes in the organization?	
Work placement	Not applicable	

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