

**Subject card**

<b>Subject name and code</b>	Foundations of Management, PG_00201826						
<b>Field of study</b>	Management and Communications in Performing Arts						
<b>Date of commencement of studies</b>	October 2026		<b>Academic year of realisation of subject</b>			2026/2027	
<b>Education level</b>	Master's studies		<b>Subject group</b>			Obligatory subject group in the field of study Subject group related to scientific research in the field of study	
<b>Mode of study</b>	full-time studies		<b>Mode of delivery</b>			at the university	
<b>Year of study</b>	1		<b>Language of instruction</b>			Polish	
<b>Semester of study</b>	1		<b>ECTS credits</b>			3.0	
<b>Learning profile</b>	academic		<b>Assessment form</b>			exam	
<b>Conducting unit</b>	Division of Drama, Theatre and Performance -> Institute of Polish Philology -> Faculty of Languages -> Rector						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr Emilia Dobrowolska				
	<b>Teachers</b>						
<b>Lesson types</b>	<b>Lesson type</b>	<b>Lecture</b>	<b>Tutorial</b>	<b>Laboratory</b>	<b>Project</b>	<b>Seminar</b>	<b>SUM</b>
	<b>Number of study hours</b>	15.0	0.0	0.0	0.0	0.0	15
	E-learning hours included: 0.0						
<b>Learning activity and number of study hours</b>	<b>Learning activity</b>	<b>Participation in didactic classes included in study plan</b>		<b>Participation in consultation hours</b>		<b>Self-study</b>	<b>SUM</b>
	<b>Number of study hours</b>	15		2.0		59.0	76
<b>Subject objectives</b>	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] Has extended 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] Is aware of supplementing and expanding the acquired knowledge and skills, tries to interdisciplinarily 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 knowledge about the role and function of the manager of the organization in the professional practice	[SU5] implementation of a problem task
Subject contents	<p>Origin of management sciences - basic management problems, basic concepts: control, direction, management, administration, organization.</p> <p>Features of organized action cycle.</p> <p>Management (roles of a manager in an organization, leadership in an organization, features of management styles, managerial skills).</p> <p>Planning (the role of planning in management, factors shaping the organization's plan: mission, vision, organizational strategy, types of plans in the organization).</p> <p>Organizing (types organizational structures - classic, basic and modern organizational structures).</p> <p>Motivation (essence and mechanisms of human motivation, human needs: classification and individualization, tools of material motivation and intangible, remuneration system - goals, components, determinants).</p> <p>Control (stages of the control process, types of tasks and functions of control).</p> <p>Organization development (organizational life cycle, costs and benefits of organizational changes, diagnostic and prognostic approaches to design changes, overcoming resistance to change).</p>		
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	<p>Czermiński, A., Czerska, M., Nogalski, B., Rutka, R., &amp; Apanowicz, J. (2001). Zarządzanie organizacjami. TNOiK, Toruń.</p> <p>Zakrzewska-Bielawska, A. (Ed.). (2020). Podstawy zarządzania: Teoria i ćwiczenia. Wolters Kluwer.</p> <p>L. F. Korzeniowski (2019), Podstawy zarządzania organizacjami, Difin, Warszawa.</p> <p>R. W. Griffin (2017), Podstawy zarządzania organizacjami, PWN, Warszawa.</p>
	Supplementary literature	<p>P. F. Drucker, Zarządzanie w XXI wieku, Muza, Warszawa 2000.</p> <p>P. F. Drucker, Praktyka zarządzania, Czytelnik, Nowoczesność, Kraków, 2005.</p> <p>P. F. Drucker, Menedżer skuteczny. Efektywności można się nauczyć, MT Biznes, Warszawa, 2017.</p> <p>K. Blanchard, S. Johnson, Nowy jednodominutowy menedżer, MT Biznes, Warszawa 2015.</p> <p>S. R. Covey, 7 nawyków skutecznego działania, Dom Wydawniczy Rebis, Poznań 2007.</p>
	eResources addresses	
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> <li>1. What basic stages can be distinguished in the cycle of organized action?</li> <li>2. Analysis of leadership styles on selected examples.</li> <li>3. What is the role of planning in organizational management?</li> <li>4. What is the importance of material motivation and non-material motivation?</li> <li>5. What types of organizational structures can be distinguished?</li> <li>6. What are the characteristics of effective control in an organization?</li> <li>7. What are the sources of resistance to changes in the organization?</li> </ol>	
Work placement	Not applicable	

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