University of Gdańsk

Subject card

Subject name and code	Integration Workshop, PG_00201832		
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	2.0
Learning profile	academic	Assessment form	credit
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 hab. Tomasz Kawka, prof. UG	
	Teachers	dr hab. Tomasz Kawka, prof. UG	

Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	15.0	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	34.0	51

Subject objectives	To familiarize students with the determinants and mechanisms of team building through active social and organizational integration. In addition, the subject is intended to provide students with a basic set of skills and behavioral patterns for managers in the formation of interpersonal relations in the initial phase of team formation, as well as behavioral skills in difficult situations during team leadership against the background of practical "teambuilding" tools.

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZKWSSMU2_K06] Under the guidance of a supervisor, is able to plan independent tasks and coordinate projekts in the field of financial management and creating a bussines plan for a stage venture.	K_K06 Is ready to work in groups, co-create them or manage them. Is able to independently prepare a model employee integration workshop and is competent to be a team leader	[SK1] oral statement/conversation/ discussion
	[ZKWSSMU2_W12] Has in-depth knowledge in the field of social sciences, with particular emphasis on the discipline of management and quality sciences, and understands their relations with other social sciences, including theoretical foundations, structured and theoretically based knowledge covering key issues and selected issues in the field of entrepreneurship.	K_W12 Knows the theoretical foundations, has structured and theoretically supported knowledge covering key issues of human resources management in the area of building efficient employee teams	[SW1] oral statement/ conversation/discussion
	[ZKWSSMU2_W11] Has in-depth knowledge of the relationships between social science disciplines, which are crucial for understanding people's attitudes and behaviors in the work process and creating value through human capital.	K_W11 Has extended knowledge on understanding phenomena in the field of employee development, building teams against the background of the challenges of integration methodology in modern models of human capital	[SW5] implementation of a problem task
	[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.	K_U08 Is aware of supplementing and expanding acquired knowledge and skills in the field of building employee teams	[SK6] demonstration of practical skills
	[ZKWSSMU2_W06] Knows in-depth a number of different methods and managerial analysis techniques supporting the economic decision-making process, and also knows the sources of data and information in the field of social sciences.	K_W06 Knows in-depth a number of different team building methods in the context of modern HRM methods	[SW1] oral statement/ conversation/discussion
	[ZKWSSMU2_K07] Is aware and understands the need to behave in an ethical, sustainable and socially responsible way in professional life.	K_K07 Is aware of and understands the need to behave in a responsible, balanced and empathetic manner in team building processes. Can be a coach for other group participants.	[SK5] implementation of a problem task
	[ZKWSSMU2_U11] Is able to search for necessary information in making rational operational and strategic decisions regarding the organization's resources and its efficient management.	K_U11 Is able to search for necessary information in making rational operational and strategic decisions relating to the process of shaping the employee team and team synergy mechanisms.	[SU5] implementation of a problem task
	[ZKWSSMU2_W02] Has in-depth knowledge of the connections between management and quality sciences with various areas of the humanities and is aware of the problems and research opportunities arising from the connection of these areas. Has extended knowledge in the field of social sciences, with particular emphasis on the discipline of management and quality sciences, and understands their relationship with other social sciences.	K_W02 Has in-depth knowledge of the relationship between building employee integration, building relationships in a group in the context of management and quality sciences with various areas of the humanities and other social sciences	[SW1] 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.	K_U07 Is able to apply the acquired knowledge in the field of management and quality sciences in professional practice in the field of team building and employee integration	[SU5] implementation of a problem task

<table>
<tr><td>Subject contents</td><td>1 The essence and importance of group work in the context of cultural institutions
2. Group roles according to the concept of M. Belbin
3. The effect of synergy and in team action
4. Group think syndrome as a negative effect of teamwork
5. The role of management and leadership in team formation
6. Phases and stages of the formation of an employee team
7. Organizational and social determinants of team integration
8. Methods and techniques of integrating employees in cultural institutions
9. Social and interpersonal cohesiveness factors of team integration
10. Workshop on the formation of integration bonds among the participants of the student group
11. Analysis and summary of the workshop activities in the context of the goals of integration among the participants of the student group</td></tr>
<tr><td>Prerequisites and co-requisites</td><td></td></tr>
<tr><td>Assessment methods and criteria</td><td><table>
<tr><th>Subject passing criteria</th><th>Passing threshold</th><th>Percentage of the final grade</th></tr>
<tr><td>Test</td><td>51.0%</td><td>90.0%</td></tr>
<tr><td>Active presence in classes</td><td>80.0%</td><td>10.0%</td></tr>
</table></td></tr>
<tr><td>Recommended reading</td><td><table>
<tr><td>Basic literature</td><td>1. Żarczynska A., Adaptacja nowego pracownika do pracy, Oficyna Wolters Kluwer, Krakow 2008.
2. Kożusznik B., Psychologia zespołu pracowniczego. Doskonalenie efektywności. Wyd. US, Katowice 2002
3. Armstrong M., Zarządzanie zasobami ludzkimi, Wolters Kluwert, Warszawa 2010
4. Belbin M., Twoja rola w zespole, Wydawnictwo GWP, Gdańsk 2003</td></tr>
<tr><td>Supplementary literature</td><td>1. Kawka T., Styl kierowania jako determinanta zarządzania zespołem zadaniowym [w:] Zarządzanie w sytuacjach kryzysowych, Prace Naukowe UE we Wrocławiu, Wrocław 2010
2. Borowska-Pietrzak A., Perspektywa pracownicza poczucia motywacji niematerialnej ukierunkowanej na pracownika [w:] Człowiek w organizacji, teoria i praktyka, red. P. Wachowiak, Oficyna Wydawnicza Warszawa 2002</td></tr>
<tr><td>eResources addresses</td><td></td></tr>
</table></td></tr>
<tr><td>Example issues/ example questions/ tasks being completed</td><td>1. What is group think syndrome

2. How the mechanisms of group work are carried out

3. Determinants of the formation of team synergy in action</td></tr>
<tr><td>Work placement</td><td>Not applicable</td></tr>
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