University of Gdańsk

Subject card

Subject name and code	Motivating and rewarding employees of cultural institutions, PG_00201835						
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	2		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 Joanna Litwin				
	Teachers						
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 basic knowledge of motivating people in an organization, tangible and intangible tools of motivation, and to develop skills in designing employee compensation systems necessary for managers to effectively manage people.						

Learning outcomes

Course outcome	Subject outcome	Method of verification
[ZKWSSMU2_K03] Is ready to take professional initiatives, manage a group and take responsibility for leading a team, is able to build teams and lead them appropriately.	Is ready to use motivational tools in professional practice and take responsibility for managing a team	[SK8] observation of student's independent or team work
[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.	Defines the concept of motivation and motivation. Lists models of motivation according to the literature on the subject.	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report
[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.	Has knowledge of motivation tools in the people management process	[SW2] presentation/project/paper/ report
[ZKWSSMU2_U06] Is able to correctly interpret the socio-economic phenomena of the organization, current events in economic policy and economics, as well as independently plan and implement lifelong learning and guide others in the management of the organization.	Can apply the acquired knowledge of motivation in professional practice. Able to express one's point of view communicatively.	[SU1] oral statement/conversation/ discussion [SU2] presentation/project/paper/ report
[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.	Can select and apply the motivation tools learned and evaluate them. Discusses the motivation tools used.	[SU1] oral statement/conversation/ discussion [SU8] observation of student's independent or team work
[ZKWSSMU2_K07] Is aware and understands the need to behave in an ethical, sustainable and socially responsible way in professional life.	Is aware and understands the importance of motivational tools in the process of managing people in an ethical and socially responsible way	[SK1] oral statement/conversation/ discussion [SK8] observation of student's independent or team work

Subject contents

1. The concept of motivation.
2. Classical and contemporary approaches to motivation - theories of motivation.
3. Tangible and intangible motivation - sources and tools of motivation.
4. The most common mistakes made during motivation.
5. Objectives, functions and principles of rewarding employees.
6. Criteria for differentiation of employee wages, selection of forms and components of wages - construction of motivational pay scales.
7. Evaluation of work.

Prerequisites and co-requisites

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
implementation of work in practise groups	80.0%	30.0%
exam	51.0%	60.0%
attendance	80.0%	10.0%

Recommended reading

Basic literature	W. Golnau (red.), Human Resource Management, wyd. 3, CeDeWu, Warsaw 2012 W Kozłowski Motivating employees in the organization, CeDeWu, Warsaw 2023 W. Kopertyńska, Motivating employees: theory and practice, Placet, Warsaw 2009 J. Woźniak,Contemporary incentive systems , PWN, Warsaw 2012
Supplementary literature	W. Kopertyńska, The payroll system of the enterprise, Publisher of the Academy of Economics in Wroclaw, Wroclaw 2000 M. Juchnowicz, Employee Engagement. Ways to evaluate and motivate, PWE, Warsaw 2012
eResources addresses	

Example issues/ example questions/ tasks being completed	Present the assumptions of the Two-factor theory of motivation by F. Herzberg; Present motivational tools - give 3 examples each; On the basis of a selected method, describe the mechanism of building motivation according to process theory.
Work placement	Not applicable

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