University of Gdańsk

Subject card

Subject name and code	Motivating Employees, PG_00206604						
Field of study	Healthcare Management						
Date of commencement of studies	October 2027		Academic year of realisation of subject		2029/2030		
Education level	Bachelor's studies		Subject group		Obligatory subject group in the field of study Subject group related to practical vocational preparation		
Mode of study	full-time studies		Mode of delivery		at the university		
Year of study	3		Language of instruction		Polish		
Semester of study	5		ECTS credits		2.0		
Learning profile	practical		Assessment form		exam		
Conducting unit							
Name and surname of lecturer (lecturers)	Subject supervisor		dr Sylwia Białas				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	15.0	0.0	0.0	0.0	30
	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	30		1.0		19.0	50
Subject objectives	To deepen students understanding of motivation theories and their practical application within healthcare organizations.						

Learning outcomes

Course outcome	Subject outcome	Method of verification
[ZOZL3_U06] Can apply and integrate knowledge from the fields of management and quality sciences, as well as economics and finance, to resolve dilemmas and solve complex management problems that arise in their professional work, primarily within the healthcare sector	The student is able to analyse motivational problems and select and propose appropriate financial and non-financial motivation tools, taking into account employee needs, organisational and economic conditions, and the specific characteristics of healthcare institutions. The student is able to assess the potential impact of proposed solutions on employee engagement and the quality of healthcare services.	[SU5] implementation of a problem task
[ZOZL33_K02] Is ready to perform professional roles responsibly, observe professional ethics and require this of others, and care for the achievements and traditions of the professions related to management and the healthcare sector	The student is prepared to apply employee motivation methods responsibly and ethically, respecting the principles of fair treatment, the diverse needs of employees, and the specific characteristics of healthcare professions. The student recognises the importance of ethical motivation practices for employee well-being and the quality of patient care.	[SK1] oral statement/conversation/ discussion [SK5] implementation of a problem task
[ZOZL3_W04] Has an advanced knowledge and understanding of the role, place and behaviour of people within an organisation, with particular emphasis on healthcare professionals – at the individual, group and organisational levels	The student knows and understands classical and contemporary motivation theories and the mechanisms influencing employee engagement and behaviour at individual, team and organisational levels. The student understands the importance of intrinsic and extrinsic motivation, leadership styles and working conditions for the performance and well-being of healthcare personnel.	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion

Subject contents

1. Introduction to motivation in organizations.
2. Classical theories and contemporary approaches to motivation.
3. Intrinsic and extrinsic motivation.
4. Financial and non-financial motivation tools and limitations.
5. The role of leaders and direct supervisors in the motivation process.
6. Motivational challenges in interdisciplinary and multigenerational teams.
7. Burnout and declining motivation.
8. Motivating employees in non-profit and public organizations specifics of the healthcare sector.

Prerequisites and co-requisites

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
Written exam	51.0%	50.0%
Presentation	51.0%	50.0%

Recommended reading

Basic literature

1. Armstrong M. (2020), Zarządzanie zasobami ludzkimi. PWN.
2. Robbins S.P., Judge T. (2019), Zachowania w organizacji. PWE.
3. Kozłowski, W. (2023). Motywowanie pracowników w organizacji (wyd.III). Warszawa: CeDeWu.

Supplementary literature

1. Wziątek-Staśko, A., Krawczyk-Antoniuk, O. (2022). Klimat organizacyjny jako narzędzie (de)motywowania pracowników (wyd. II). Warszawa: CeDeWu.
2. Nieżurawska-Zając, J. (2023). Motywowanie pracowników zróżnicowanych pokoleniowo (wyd. II). Warszawa: CeDeWu.
3. Mazur-Wierzbicka, E., Wieczorek-Szymańska, A., Leoński, W. (2022). Zarządzanie zasobami ludzkimi wrażliwe na różnorodność. Warszawa: CeDeWu.
4. Brach, B. (2023). Pomiędzy sensem a bezsensem pracy. Rola zachowań przywódczych w kształtowaniu przekonań. Warszawa:Polskie Wydawnictwo Ekonomiczne.
5. Brach, B. (2023). Rola zachowań przywódczych w kształtowaniu przekonań. Warszawa: Polskie Wydawnictwo Ekonomiczne.

eResources addresses

Example issues/ example questions/ tasks being completed	What motivational tools can be applied in public institutions without additional financial resources? What are the advantages and risks of performance-based pay?
Work placement	Not applicable

Document generated electronically. Does not require a seal or signature.