University of Gdańsk

Subject card

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| Subject name and code | Designing the Organization of Medical Activities, PG_00206619 | | | | | | |
| 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<br>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 | 6 | | ECTS credits | 2.0 | | | |
| Learning profile | practical | | Assessment form | exam | | | |
| Conducting unit | Department of Organisation and Management -> Faculty of Management -> Rector | | | | | | |
| Name and surname of lecturer (lecturers) | Subject supervisor | | dr hab. Jarosław Waśniewski, prof. UG | | | | |
| | 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 | The course aims to prepare students to identify organizational solutions and design the organization of a company, as well as to implement models of designed organizational models, taking into account the social conditions of the change process. | | | | | | |

## Learning outcomes

| Course outcome | Subject outcome | Method of verification |
|---|---|---|
| [ZOZL3_U03] Can obtain data from appropriately selected and verified sources and use this data to analyse and evaluate economic processes and phenomena, particularly those relating to the healthcare sector | Knows and understands the principles of acquiring and utilizing various types of resources. Correctly and critically selects data sources, selects and uses data and processes them effectively to organizational solutions and design the organization of a company. | [SU1] oral statement/conversation/ discussion<br>[SU4] test/exam - oral or written |
| [ZOZL3_U02] Can identify and analyse issues relating to the functioning of an organisation, particularly in the healthcare sector, the processes it undertakes and its relations with the external environment, and to propose appropriate solutions | Identifies and processes data and information and and clearly communicates issues related particularly to the functioning of healthcare organisations.Recognizes the conditions and, based on guidelines and strategy, designs an appropriate system solution. | [SU1] oral statement/conversation/ discussion<br>[SU4] test/exam - oral or written |
| [ZOZL3_U12] Can utilize IT tools to enhance management-related professional tasks, including within healthcare organisations | Is able to select, choose and use software tools and selected information technologies supporting the management processes and organizational solutions. | [SU1] oral statement/conversation/ discussion<br>[SU4] test/exam - oral or written |
| [ZOZL3_W09] Knows and understands, to an advanced degree, the general principles governing the creation and development of traditional and modern forms of entrepreneurship, drawing on knowledge from the fields of management and quality sciences, economics and finance, and the specific characteristics of the healthcare sector | Knows and understands principles of entities, particularly those in the healthcare sector. Identifies their organisational structures and process-functional mechanisms, and understands the relationships within them. | [SW4] test/exam - oral or written<br>[SW1] oral statement/ conversation/discussion |
| [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 | Is able to identify the organizational conditions of healthcare entities, design appropriate organizational solutions and models, and assess the potentialo assess the potential impact of proposed solutions. | [SU1] oral statement/conversation/ discussion<br>[SU4] test/exam - oral or written |

## Subject contents

Organizational structure as a subject of change (essence, components, dimensions, functions, principles of presentation); structural configurations (product-related functional divisions, decentralized and flexible); organizational change management (causes, costs, process flow, efficiency); change design methodology (diagnostic and prognostic approach); resistance to change (sources, effects, methods of mitigation); culture in the change process.

## Prerequisites and co-requisites

Knowledge of management basics

## Assessment methods and criteria

| Subject passing criteria | Passing threshold | Percentage of the final grade |
|---|---|---|
| Written exam/Test | 51.0% | 100.0% |

## Recommended reading

Basic literature

Wykorzystywana podczas zajęć

- M. Czerska, Organizacja przedsiębiorstw. Metodologia zmian organizacyjnych, Wyd. UG 1996
- A. Czermiński, M. Czerska, B. Nogalski, R. Rutka, J. Apanowicz, Zarządzanie organizacjami, Dom Organizatora, Toruń 2002

Studiowana samodzielnie przez studenta

- L. Clarke, Zarządzanie zmianą, Gebethner i S-ka, Warszawa 1997
- M. Hopej, Struktury organizacyjne. Podstawowe, współczesne i przyszłe rozwiązania strukturalne, Ossolineum 2004

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|---|---|---|
| | Supplementary literature | Zarębska, Zmiany organizacyjne w przedsiębiorstwie, Difin, Warszawa 2002<br>K. Zimniewicz, Współczesne koncepcje i metody zarządzania, PWE, Warszawa 1999<br>J. Majchrzak, Zarządzanie zmianami w przedsiębiorstwie, Wydawnictwo AE, Poznań 2002<br>D. Carr, K. Hard, W. Trahant, Zarządzanie procesem zmian, PWN, Warszawa 1998<br>E. Masłyk-Musiał, Zarządzanie zmianami w firmie, CIM, Warszawa 1995<br>L. Clarke, Zarządzanie zmianą, Gebethner i S-ka, Warszawa 1997 |
| | eResources addresses | |
| Example issues/ example questions/ tasks being completed | | |
| Work placement | Not applicable | |

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