

**DESCRIPTION OF THE COURSE OF STUDY  
FOR EXCHANGE STUDENTS**

<b>Kod przedmiotu</b>	0413.3ZARZ2.D9.SMO	
<b>Name of the course in</b>	English	<i>Motivation Systems in the Organization</i> Systemy motywacyjne w organizacji
	Polish	

**1. LOCATION OF THE COURSE OF STUDY WITHIN THE SYSTEM OF STUDIES**

<b>1.1. Field of studies</b>	Management
<b>1.2. Form of studies</b>	Full Time / Part Time
<b>1.3. Level of studies</b>	II degree (Master Degree)
<b>1.4. Profile of studies</b>	Academic
<b>1.5. Person responsible for the card</b>	Prof Olaf Flak, PhD
<b>1.6. Kontakt</b>	olaf.flak@ujk.edu.pl

**2. GENERAL CHARACTERISTICS OF THE COURSE OF STUDY**

<b>2.1. Language</b>	English, Polish
<b>2.2. Prerequisites</b>	Human Resources Management Strategies

**3. DETAILED CHARACTERISTICS OF THE COURSE OF STUDY**

<b>3.1. Form of classes</b>	Lecture, practical classes	
<b>3.2. Place of classes</b>	Lecture and practical classes at University	
<b>3.3. Form of assessment</b>	Lecture: exam, practical classes: graded credit	
<b>3.4. Didactic methods</b>	Lecture, discussion, exercises, individual work, teamwork.	
<b>3.5. Literature</b>	<b>Basic</b>	<ol style="list-style-type: none"> <li>1. Kozłowski W., Motywowanie pracowników w organizacji, CeDeWu Sp. z o.o., Warszawa 2017.</li> <li>2. Woźniak J., Współczesne systemy motywacyjne. Teoria i praktyka. PWN, Warszawa 2019.</li> <li>3. Nieżurawska J., Motywowanie pracowników zróżnicowanych pokoleniowo. CeDeWu Sp. z o.o., Warszawa 2020.</li> </ol>
	<b>Additional</b>	<ol style="list-style-type: none"> <li>1. Fowler S., Why Motivating People Doesn't Work and What Does: The New Science of Leading, Energizing, and Engaging. Berrett-Koehler Publishers, Oakland 2017.</li> <li>2. Haden J., Mit motywacji. Nawet nie wiesz, ile możesz osiągnąć. Wydawnictwo Marginesy, Warszawa 2019.</li> <li>3. Kozłowski W., Zarządzanie motywacją pracowników. CeDeWu Sp. z o.o., Warszawa 2020.</li> </ol>

**4. OBJECTIVES, SYLLABUS CONTENT**

<p><b>4.1. Subject objectives</b></p> <p><b>Lecture:</b>  <b>C1. Knowledge</b> - Knowledge of modern employee motivation management systems in the organization.  <b>C2. Skills</b> - Acquisition of the ability to analyze the conditions of incentive systems based on new management systems, design systems in the field of human resource management in combination with material, physical and intellectual resources.  <b>C3. Social competences</b> - Understanding the ethical and efficiency determinants of employee motivation in the organization</p> <p><b>Practical classes:</b>  <b>C1. Knowledge</b> – Acquiring knowledge in the field of creating modern incentive systems for commercial and non-profit organizations.  <b>C2. Skills</b> – Ability to plan and implement an incentive system in the organization  <b>C3. Social competences</b> - Awareness of the importance of factors shaping motivation to work..</p>
<p><b>4.2. Detailed syllabus</b></p> <p><b>Lecture:</b>  <ol style="list-style-type: none"> <li>1. Definition of motivation and motivation, selected theories of motivation and motivation (needs theory according to A. Maslow, F. McCallande, F. Herzberg, reinforcement theory).</li> <li>2. Indicators of the state of motivation (perception of the organization, personal commitment to work, staff fluctuation).</li> <li>3. System theory and design as a mechanism for motivating employees in an organization.</li> <li>4. Methods of designing the motivational system in an organization.</li> </ol> </p>

5. Methods of researching work motivation.
6. Financial incentives from employee motivation systems.
7. Non-financial motivators from employee motivation systems.
8. Effectiveness indicators of incentive systems in the organization.
9. Linking the incentive system with other human resource management systems.
10. Examples of incentive systems in organizations..

**Practical classes:**

1. Using the theory of motivation and motivating to design a motivational system.
2. Designing the motivational system using the diagnostic and prognostic method.
3. The use of work motivation research to provide data to the motivation system.
4. The use of financial and non-financial motivators.
5. Evaluation of the effectiveness of the designed incentive system in the organization.

**4.3. Subjects' learning outcomes**

LO	A student who has passed a subject	Reference to directional learning outcomes
In terms of <b>KNOWLEDGE:</b>		
W01	is able to analyze and evaluate the processes and phenomena occurring in the organization in order to apply them in the field of human resource management.	ZARZ2A_W01
W02	has knowledge of modern management concepts in the field of human resource management.	ZARZ2A_W05
W03	has knowledge of methods of designing systems in the field of human resource management.	ZARZ2A_W17
in terms of <b>SKILLS:</b>		
U01	Obtains the ability to observe the occurring phenomena and processes in the organization, including organizing and managing the work of teams..	ZARZ2A_U02
U02	is able to flexibly adjust financial and non-financial factors in motivating an employee, taking into account changes in the business environment.	ZARZ2A_U17
U03	can use the basic psychological theories in the field of motivation and motivating employees to design an incentive system in the organization.	ZARZ2A_U18
In terms of <b>SOCIAL COMPETENCES:</b>		
K01	Recognizes organizational problems in the field of human resource management and is aware of the importance of these problems in motivating employees.	ZARZ2A_K03

**Ways of verifying the achievement of the learning outcomes in question**

Learning outcome	Way of verifying (+/-)																	
	Written exam			Project			Test			Presentation			Activity during classes			Team work		
	Form of classes			Form of classes			Form of classes			Form of classes			Form of classes			Form of classes		
	W	C	e-learning	W	C	...	W	C	...	W	C	...	W	C	...	W	C	...
W01	+																	
W02	+																	
W03	+																	
U01								+										
U02								+										
U03								+										
K01														+				

**4.5. Criteria for assessing the degree of achievement of learning outcomes**

Form of classes	Grade	Assessment criteria
Lecture	3	Passed a written exam at the level of 50-60% of the maximum possible number of points
	3,5	Passed a written exam at the level of 61-70% of the maximum possible number of points
	4	Passed a written exam at the level of 71-80% of the maximum possible number of points
	4,5	Passed a written exam at the level of 81-90% of the maximum possible number of points
	5	Passed a written exam at the level of 91-100% of the maximum possible number of points

<b>Practical classes</b>	<b>3</b>	passed the test and activity in classes at the level of 50-60% of the maximum possible number of points.
	<b>3,5</b>	passed the test and activity in classes at the level of 61-70% of the maximum possible number of points
	<b>4</b>	passed the test and activity in classes at the level of 71-80% of the maximum possible number of points
	<b>4,5</b>	passed the test and activity in classes at the level of 81-90% of the maximum possible number of points
	<b>5</b>	passed the test and activity in classes at the level of 91-100% of the maximum possible number of points

#### 4. ECTS POINTS BALANCE - STUDENT WORKLOAD

Category	Student workload	
	Full time studies*	Part time studies*
<i>NUMBER OF HOURS IMPLEMENTED WITH DIRECT PARTICIPATION OF THE TEACHER /CONTACT HOURS/</i>	<b>48</b>	<b>23</b>
<i>Participation in lectures</i>	30	10
<i>Participation in practical classes</i>	15	10
<i>Participation in written test and test</i>	3	3
<i>STUDENT'S INDEPENDENT WORK /NON-CONTACT HOURS/</i>	<b>27</b>	<b>52</b>
<i>Preparation to the lecture</i>	5	10
<i>Preparation of the practical classes</i>	10	20
<i>Preparation to the exam / test</i>	12	22
<b>TOTAL HOURS</b>	<b>75</b>	<b>75</b>
<b>ECTS Credits</b>	<b>3</b>	<b>3</b>