

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

Kod przedmiotu	0413.3ZARZ2.D2.KKO	
Name of the course in	English	<i>Shaping the culture of the organization</i> Kształtowanie kultury organizacji
	Polish	

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

1.1. Field of studies	Management
1.2. Form of studies	Full Time / Part Time
1.3. Level of studies	II degree (Master Degree)
1.4. Profile of studies	Academic
1.5. Person responsible for the card	Joanna Rudawska, PhD
1.6. Kontakt	joanna.rudawska@ujk.edu.pl

2. GENERAL CHARACTERISTICS OF THE COURSE OF STUDY

2.1. Language	English, Polish
2.2. Prerequisites	Management Concepts

3. DETAILED CHARACTERISTICS OF THE COURSE OF STUDY

3.1. Form of classes	Lecture, practical classes	
3.2. Place of classes	Lecture and practical classes at University	
3.3. Form of assessment	Lecture: exam, practical classes: graded credit	
3.4. Didactic methods	Lecture - delivery methods: informative lecture, didactic discussion related to the lecture. Practical classes - problem methods, group work, group and problem discussion.	
3.5. Literature	Basic	<ol style="list-style-type: none"> 1. Leoński W., Pluta A., Wieczorek-Szymańska A., Zarządzanie różnorodnością w organizacji, CeDeWu, 2020. 2. Pabian B., Rola wartości kulturowych w zarządzaniu zasobami ludzkimi przedsiębiorstw, Społeczny, środowiskowy i jakościowy wymiar kreacji wartości organizacji, Gdańsk: Wydawnictwo Uniwersytetu Gdańskiego, 2020. 3. Bulińska-Stangrecka H., E-kultura: model i analiza kultury organizacji wirtualnych, Politechnika Warszawska, Oficyna Wydawnicza, 2018.
	Additional	<ol style="list-style-type: none"> 1. Wideliska-Strzalińska I., Jabłońska-Wołoszyn M., Szybisz J., Kamiński L., Polityka personalna a kultura organizacyjna współczesnego przedsiębiorstwa, Metody i Techniki Zarządzania, Diffin, 2016. 2. Edgar H. Schein, Organizational Culture and Leadership, 5th Edition, JOHN WILEY & SONS INC, 2016.

4. OBJECTIVES, SYLLABUS CONTENT

<p>4.1. Subject objectives</p> <p>Lecture:</p> <p>C1. Knowledge – Familiarizing students with the important role of culture in their private and professional lives..</p> <p>C2. Skills – Familiarizing students with the mechanism of penetration of national culture, personal culture, organizational culture - emphasizing the importance of skilful penetration, mutual complementation of cultures, the ability to carry out scientific research on shaping organizational culture.</p> <p>C3. Social competences – Having the logic of rational reasoning about the importance of cultures in the life of any organization.</p> <p>Practical classes:</p> <p>C1. Knowledge – Learning the methodology of diagnosing and tools for diagnosing organizational culture.</p> <p>C2. Skills – Ability to identify and apply cultural determinants of human resource management.</p> <p>C3. Social competences – Acquisition of communication skills in a multicultural work environment.</p>
<p>4.2. Detailed syllabus</p> <p>Lecture:</p> <ol style="list-style-type: none"> 1. The concept of culture, the plane of cultural phenomena. 2. The essence of organizational culture. 3. Typology of organizational cultures. 4. Aspects of organizational culture, management of organizational culture, functions of organizational culture, multiculturalism in an organization - causes and effects..

Practical classes:

1. Multicultural organization.
2. Tools and procedure of enterprise culture diagnosis.
3. Cultural training.
4. Organizational cultures of the globalization era: presentations of organizational cultures of selected companies

4.3. Subjects' learning outcomes

LO	A student who has passed a subject	Reference to directional learning outcomes
In terms of KNOWLEDGE :		
W01	has knowledge of social phenomena and shaping the culture of the organization and tools for its verification.	ZARZ2A_W01
W02	knowledge of macroeconomic categories and is aware of their impact on the culture in the organization.	ZARZ2A_W02
in terms of SKILLS :		
U01	Able to think logically and analyze subject content.	ZARZ2A_U03
U02	has the ability to integrate knowledge from various disciplines in order to create the best solution in shaping the culture of the organization.	ZARZ2A_U04
In terms of SOCIAL COMPETENCES :		
K01	is involved in the implementation of social projects, especially in the economic and management aspects.	ZARZ2A_K01
K02	independently acquires and improves knowledge, communicates in a large-cultural environment.	ZARZ2A_K05

Ways of verifying the achievement of the learning outcomes in question

Learning outcome	Way of verifying (+/-)									
	Test			Project						
	Form of classes			Form of classes						
	W	C	...	W	C	...				
W01	+				+					
W02	+									
U01	+				+					
U02	+				+					
K01	+				+					
K02	+				+					

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

Form of classes	Grade	Assessment criteria
Lecture	3	Gaining the total number of points possible to obtain from the test at the level of 50% to 59%.
	3,5	Gaining the total number of points possible to obtain from the test at the level of 60% to 69%.
	4	Gaining the total number of points possible to obtain from the test at the level of 70% to 79%.
	4,5	Gaining the total number of points possible to obtain from the test at the level of 80% to 89%.
	5	Gaining the total number of points possible to obtain from the test at the level of 90% to 100%.
Practical classes	3	Gaining the total number of points possible to obtain from the project at the level of 50% to 59%.
	3,5	Gaining the total number of points possible to obtain from the project at the level of 60% to 69%.
	4	Gaining the total number of points possible to obtain from the project at the level of 70% to 79%.
	4,5	Gaining the total number of points possible to obtain from the project at the level of 80% to 89%.
	5	Gaining the total number of points possible to obtain from the project at the level of 90% to 100%.

4. ECTS POINTS BALANCE - STUDENT WORKLOAD

Category	Student workload	
	Full time studies*	Part time studies*
NUMBER OF HOURS IMPLEMENTED WITH DIRECT PARTICIPATION OF THE TEACHER /CONTACT HOURS/	35	25
Participation in lectures	15	10

<i>Participation in practical classes</i>	15	0
<i>Participation in the exam / test</i>	3	3
<i>Other: consultancy</i>	2	2
<i>STUDENT'S INDEPENDENT WORK /NON-CONTACT HOURS/</i>	<i>15</i>	<i>25</i>
<i>Preparation for the lecture</i>	5	5
<i>Preparation for the practical classes</i>	5	5
<i>Preparation to the exam / test</i>	5	15
<i>TOTAL HOURS</i>	<i>50</i>	<i>50</i>
ECTS Credits	2	2