

I. GENERAL BASIC INFORMATION ABOUT THE SUBJECT (MODULE)										
<b>Item Name</b>										
<b>DETERMINANTS OF THE SUCCESS OF THE MODERN MANAGER</b>										
<b>Name of the organizational unit leading the course:</b>		Faculty of Management and Technical Sciences								
<b>Name of the field of study, level of education:</b>		MANAGEMENT — I cycle								
<b>Learning profile:</b>		General academic								
<b>Name of the specialty:</b>		Business Manager								
<b>Type of learning module:</b>		specialty								
<b>Year/Semester:</b>		3 year / 5 semester								
<b>Person coordinating the subject:</b>		Piotr Mikosik, PhD								
<b>Prerequisites (resulting from the succession of items):</b>		He has basic knowledge in the field of management and management of human resources								
II. FORMS OF CLASSES AND NUMBER OF HOURS										
	Lecture	Exercise	Seminar	Laboratory	Workshop	Project	Seminar	Consultation	Exam/Passing	Total hours
Full-time studies	36	30								66
Part-time studies	15	15								30
III. METHODS OF TEACHING ACTIVITIES										
Forms of classes			Didactic methods							
Lecture			Exposing and giving words: classical, problematic lecture							
Practiceda			Working in groups using the situational method. Presentation and evaluation of examples. Preparation of a paper and public presentation based on audiovisual materials. Exposing, problematic, and ktywizacje methods.							
IV. OBJECTIVE LEARNING OUTCOMES IN RELATION TO LEARNING OUTCOMES FOR THE FIELD OF STUDY AND AREAS										
Lp.	Description of the learning outcomes in question									Directional effect reference
<b>Knowledge:</b>										
1	knows and understands in depth the essence of the determinants of the success of the modern manager									ZO1_W01 P6S_WG
2	knows and understands in depth the most important management concepts affecting the formation of determinants of the success of the modern manager									ZO1_W09 P6S_WG
<b>Abilities:</b>										
1	is able to make a choice and use modern information and communication techniques in human resources management									ZO1_U06 P6S_UW
2	is able to interpret selected problems of the contemporary economy and business in relation to the achievements and views of authorities in the field of management									ZO1_U01 P6S_UW
3	is able to interact and work in a group, organize and direct the work of teams									ZO1_U03

		P6S_UAbout
<b>Social competences:</b>		
1	is ready to move freely in the labor market, consciously decides about changing employment and its development	ZO1_K04 P6S_KR, P6S_KK
2	is ready for initiative, independence and responsibility for themselves and others in fulfilling professional roles	ZO1_K03 P6S_KR
3	is ready to recognize the importance of knowledge in solving cognitive and practical problems	ZO1_K01 P6S_KK
<b>V. CURRICULAR CONTENT (LEARNING)</b>		
<b>Lp.</b>	<b>Lecture:</b> SS - full-time, SN - part-time studies	<b>Reference to the learning outcomes in question</b>
1.	The influence of different generations on the implementation of the leadership function in contemporary organizations.	ZO1_W01 ZO1_W09 ZO1_U06, ZO1_U01 , ZO1_U03 ZO1_K04, ZO1_K03, ZO1_K01
2.	Employer branding as a challenge for modern organizations	
3.	Internal environment of the organization or internal environment of the organization different approaches	
4.	Flexibility of the organization – features and functions	
5.	The importance of organizational culture	
6.	Conflict management strategies in the organization, Change in the organization	
7.	Periodic employee appraisal system	
8.	Diversity management	
9.	Artificial intelligence as a determinant of the success of the modern manager	
10.	Emotional intelligence	
11.	Agile approach in project management	
12.	Creativity and innovation in the work of a manager	
13.	IT systems supporting the manager's work	
14.	Shaping relational capital with the organization's stakeholders	
15.	Leadership	
16.	Interpersonal communication	
17.	Manager's Code of Ethics	
18.	Building commitment and loyalty among employees	
<b>Lp.</b>	<b>Exercises/workshops:</b>	<b>Reference to the learning outcomes in question</b>
1	Concepts of leadership — S. Welch, J. Welch, <i>Winning means winning</i> Leadership Concepts — R. Branson Leadership Concepts — P.M. Senge	ZO1_W01 ZO1_W09 ZO1_U06, ZO1_U01 , ZO1_U03 ZO1_K04, ZO1_K03,
2	Learning organization according to P. M. Senge	
3	Leadership in the organization	

4	Creativity and innovation in the work of a manager	ZO1_K01
5	Designing tools for diagnosing and assessing the competences of employees of various types of organizations	
6	Organizational culture. Case Study	
7	Building commitment and loyalty among employees	
8	Interpersonal communication	
9	Manager's Code of Ethics	
10	Manager's emotional intelligence	
11	Project management in an agile approach	
12	Gamification	
13	Employer branding	
14	Time management	

## VI. METHODS OF ASSESSMENT OF LEARNING OUTCOMES

Learning outcomes	Verification method	Form of classes in which EUS (Learning Outcome) is verified
<b>Knowledge:</b>		
ZO1_W01 ZO1_W09	Assessment of attendance at classes and activity in classes when solving problem tasks. Test online 20 questions, carried out on the Moodle platform or a test in the classroom mode	Lectures / Exercises
<b>Abilities:</b>		
ZO1_U06, ZO1_U01 , ZO1_U03	Evaluation of the written study of the topic (volume of 6 pages). Assessment of work in groups performing tasks using the situational method. Evaluation of the multimedia presentation (project) and public speaking.	Lectures/ Exercises
<b>Social competences:</b>		
ZO1_K04, ZO1_K03, ZO1_K01,	Assessment of work in groups performing tasks using the situational method. Evaluation of a multimedia presentation (project) and public speaking using methods activating the group.	Lectures/ Exercises

## VII. CRITERIA FOR ASSESSING ACHIEVED LEARNING OUTCOMES

Learning outcomes	Unsatisfactory assessment The student does not know and does not understand/cannot/is not ready:	Grade range 3.0-3.5 The student knows and understands / can / is ready:	Grade range 4.0-4.5 The student knows and understands / can / is ready:	Very good rating The student knows and understands / can / is ready:
For each of the learning outcomes identified for the Knowledge, Skills and Competences module	The student obtains less than 50% max. the number of points for a given effect	The student gets from 50 to 59% max. the number of points for a given effect on a grade of 3 and The student gets from 60 to 69% max. the number of points for a given effect per grade 3.5	The student gets from 70 to 79% max. the number of points for a given effect per grade 4, and The student obtains from 80 to 89% max. the number of points for a given effect per rating 4.5	The student obtains more than 89% max. the number of points for a given effect

## VIII. STUDENT'S WORKLOAD – NUMBER OF HOURS AND BALANCE OF ECTS CREDITS

Type of activity ECTS	Student load	
	Studies Stationary	Part-time studies
Participation in didactic activities (lectures, exercises, tutorials, project, laboratories, workshops, seminars) – SUM of hours – from point II	66	30
Exam/Passing		

Participation in the consultation		
Project / Essay	19	15
Independent preparation for didactic classes	20	40
Preparing to pass a teaching class	20	40
<b>Total student workload (25h = 1 ECTS) TOTAL hours/ECTS</b>	<b>5 ECTS/ 125h</b>	<b>5 ECTS/ 125h</b>
Student load in classes in direct contact with the teacher	66	30
Student load in practical classes	30	50
Student load in practical vocational preparation classes		
Student load in research preparation classes	29	45

#### IX. LITERATURE AND OTHER DIDACTIC MATERIALS

##### Basic literature:

- Lindner Reinhard, Samurai Manager. Intuition as the key to success, Wydawnictwo Naukowe PWN 2021
- Cezary Rutka, Competences of a successful manager, Alnair sp. z o.o. Wrocław 2019
- Richard Koch, Manager 80/20. Work less, achieve more, MT Business 2018

##### Supplementary literature:

- Branson R., Kroki w niezna, Autobiografia, Wydawnictwo Natalis, Warszawa 2008.
- Ciekawowski Z., Tools in human resources management, DANMAR, Warsaw 2012.
- Dearlove D., Business in the style of Richard Branson: 10 secrets of the creator of the brand, Regan Press Publishing House, Gdańsk 2009.
- Senge P.M., Fifth discipline. Theory and practice of learning organizations, ABC Publishing House, Warsaw, 1998.
- Sinek S., Leaders eat at the end, Helion, Gliwice 2015
- Chrząszcz A., Nowicka J., Załoga W., *Authority in the organization*, [b:] *ИННОВАЦИИ: ОТ ТЕОРИИ К ПРАКТИКЕ*, Брестский Государственный Технический Университет, Брест 2019, с. 243-254.
- Ciekawowski Z., Nowicka J., Chrząszcz A., Совершенствование человеческих ресурсов в современной организации, [b:] *ЦИФРОВИЗАЦИЯ ЭКОНОМИКИ: ВОЗМОЖНОСТИ И ВЫЗОВЫ*, науч. ред. Н.Ю. Псарёва, З. Цекановски, Ю.Н. Павлючук, И.В. Рожкова, О.Н. Кондрашина, АКАДЕМИЯ ТРУДА И СОЦИАЛЬНЫХ ОТНОШЕНИЙ, Москва 2019, с. 341-350.
- Ciekawowski Z., Nowicka J., Szymański Z., Załoga W., *Social competences in the professional career of employees* [in:] *ENTREPRENEURSHIP AND MANAGEMENT* 2018, Wydawnictwo SAN, ISSN 2543-8190, Volume XIX, Issue 11, Part III, pp. 37-51.
- Ciekawowski Z., Szymański Z., Pauliuchuk Y., Nowicka J., *Periodic evaluation of an employee as motivation used in budgetary units* [in:] *ENTREPRENEURSHIP AND MANAGEMENT* 2018, Wydawnictwo SAN | ISSN 2543-8190, Volume XIX | Issue 12/2018, pp. 219-234.
- Ciekawowski Z., *Quality in human resources management*, PWST-E, Jarosław 2013.
- Grauard B., Mesta F., *Managing change in the enterprise*, Poltex, Warsaw 1997.
- Griffin R.W., *Fundamentals of organization management*, PWN, Warsaw 2002.
- G. Hofstede, G. J. Hofstede, *Cultures and organizations*, Polskie Wydawnictwo Ekonomiczne, Warsaw 2007.
- Kieżun W., *Efficient management of the organization*, Warsaw School of Economics, Warsaw 1997.
- Klimczok M., Tomczyk A., *Knowledge management — contemporary concepts of business management*, Zeszyty Naukowe Wyższa Szkoła Humanitas Zarządzanie 2/2012, Wyd. Warsaw School of Economics, Warsaw 2012.
- Kłusek-Wojciszke B., *Methods of conflict management in organizations*, University of Gdańsk 2012, p. 120. URL: <http://studiaimaterialy.pl/wp-content/uploads/2013/07/ZN-2012-ITiHM-BK%C5%82usekWojciszke.pdf>
- Nowicka J., *Communication competences of managerial staff in hierarchical organizations*, WSM Publishing House, Warsaw, 2017.
- Nowicka J., Ciekawowski Z., Pauliuchuk Y., *Manager efficiency in the organization*, [b:] *ИННОВАЦИИ: ОТ ТЕОРИИ К ПРАКТИКЕ*, Брестский Государственный Технический Университет, Брест 2019, с. 236-243.

- Skrzypek E., *Economic efficiency as an important factor in the success of an organization*, Scientific Papers of the Wrocław University of Economics, No. 262, Wrocław University of Economics Press, Wrocław 2012, p. 314., source: <https://www.dbc.wroc.pl/dlibra/docmetadata?id=20339&from=publication>, [accessed: 05.05.2019].
- Szmidt K., *Creativity training. Handbook for educators, psychologists and group trainers*, Helion, Gliwice 2013. <https://pdf.helion.pl/trekr2/trekr2.pdf>
- Wasylewicz M., *Transformation of the way of communication of generation X, Y, Z – balance of profits and losses*, "Zeszyty Naukowe Wyższa szkoła Humanitas. Pedagogika" 2016, No. 13, pp. 133 – 141.
- Wiktorowicz M., Warwas I., Kuba M., Staszewska E., Woszczyk P., Stankiewicz A., Kliomba-Jarzyna J., *Generations – what is changing? Compendium of multigenerational management*, Wolters Kluwer, Warsaw 2016.

**Other teaching materials:**

- brochures of organizations from various sectors, in the field of external and internal employer branding