

## ITEM CARD

Attachment No. 1 into Regulation No 3/07/2020  
of 13 July 2020 *on the model card*  
*subject at the Higher School of Management*  
*in Warsaw*

I. GENERAL BASIC INFORMATION ABOUT THE SUBJECT (MODULE)										
<b>ITEM NAME:</b> Building employee engagement										
<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>			Second-cycle management							
<b>Learning profile:</b>			general academic							
<b>Name of the specialty:</b>			HR Manager							
<b>Type of learning module:</b>			specialty							
<b>Year/Semester:</b>			Year 1 semester 2							
<b>Person coordinating the subject:</b>			Agnieszka Król, PhD							
<b>Prerequisites (resulting from the succession of items):</b>			Knowledge, skills and competences acquired as a result of teaching existing related subjects in first-cycle studies							
II. FORMS OF CLASSES AND NUMBER OF HOURS										
	Lecture	Exercise	Seminar	Laboratory	Workshop	Project	Seminar	Consultation	Exam/Passing	Total hours
Full-time studies	30	30								<b>60</b>
Part-time studies	12	12								<b>24</b>
III. METHODS OF TEACHING ACTIVITIES										
<b>Forms of classes</b>			<b>Didactic methods</b>							
<b>Lecture</b>			Multimedia presentations, discussions, brainstorming, case-study, problem methods, work with literature, exercises assuming hypothetical-deductive thinking of listeners							
<b>Practiced</b>			Activating methods, problem tasks, case studies							
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 in depth the characteristics of human as a subject constituting social structures and the principles of their functioning, management in a turbulent environment							P7S_WG ZO2_W01		
2.	Knows best practices in the field of resource management, including building employee engagement, open communication relations							P7S_WG ZO2_W13		
3.	Knows the basic social phenomena and human behavior in the organization and the factors causing these phenomena and behaviors, including those most important in the process of building employee engagement							P7S_WG P7S_WK ZO2_W11		
4.	in the extended scope of leadership issues and key competences of managers, functions, roles, tasks, impact on the innovativeness of the organization and creation of human capital, building employee involvement							P7S_WG; P7S_WK ZO2_W15		

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<b>Abilities:</b>		
1.	Can perform management functions and diagnose and solve problems related to management functions in the organisation, including in the process of management by engagement and initiating change	P7S_UW ZO2_U14
2.	Is able to plan professional development and manage their own and others' careers using a variety of techniques, methods and tools to identify and shape competences in the process of building commitment	P7S_UU ZO2_U16
3.	apply selected HR tools in practice m.in in the area of competence management, intellectual capital management or shaping human capital	P7S_UU ZO2_U17
<b>Social competences:</b>		
1	He is ready to act and think in an entrepreneurial way. It is open to innovation in conditions and situations, e.g. related to cultural diversity, innovations, multifunctionality - it can use its own potential in the area of building one's own and employees' commitment	P7S_KO ZO2_K06
3.	He is ready to behave in a professional and ethical manner and modify irregularities occurring in attitudes in the workplace – his own and other people, to enrich the content of work, take part in teamwork and project work	P7S_KR; P7S_KK ZO2_K09
V. CURRICULAR CONTENT (LEARNING)		
Lp.	Lecture:	Reference to the learning outcomes in question
1.	Motivation, motivation, commitment introductory issues (definitions, types, models). Profile of the engaged employee	ZO2_W01 ZO2_W13 ZO2_W11 ZO2_W15 ZO2_U14 ZO2_U16 ZO2_U17 ZO2_K06 ZO2_K09
2.	Motivating and developing employee engagement	
3.	Assessment in building employee engagement	
4.	Organizational culture and building employee engagement	
5.	Employee engagement survey. Employee satisfaction survey.	
6	The phenomenon of "loops" and "gaps" of engagement in the work process.	
7	A culture of trust as an element of engagement through trust.	
8	Problem scope of incentive systems – aspects of remuneration	
9	Involvement in business – using your own potential	
10	Campaigns strengthening employee engagement – teamwork and project work	
Lp.	Exercises/workshops:	Reference to the learning outcomes in question
1	Factors determining employee engagement	ZO2_W01 ZO2_W13 ZO2_W11 ZO2_W15 ZO2_U14 ZO2_U16 ZO2_U17
2	Instruments for shaping employee involvement	
3	Study of the level of employee involvement in the company	
4	Management by building employee engagement case studies	
5	Requirements of knowledge organization – continuous development, critical thinking, creating conditions for change	

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6	Organizational culture conducive to employee engagement – a sense of community and value	ZO2_K06 ZO2_K09		
7	Employees' attitudes in the work process – challenges on the labor market, searching for opportunities for change			
8	Effective involvement – promotion of the organization outside, customer satisfaction, own development			
9	Contemporary conditions of the organization's functioning – stabilization, employee development, retention of talents, common values, remuneration system, sense of security			
10	Professional activity of employees – attitude, response to market needs, creative potential			
<b>VI. METHODS OF ASSESSMENT OF LEARNING OUTCOMES</b>				
<b>Learning outcomes</b>	<b>Verification method</b>			<b>Form of classes in which EUS is verified (Learning outcome)</b>
<b>Knowledge:</b>				
ZO2_W01 ZO2_W13 ZO2_W11 ZO2_W15	<b>Paper, presentation, discussion activity, test</b>			Lecture / Exercises
<b>Abilities:</b>				
ZO2_U14 ZO2_U16 ZO2_U17	<b>Paper, presentation, discussion activity, test</b>			Lecture/Tutorials
<b>Social competences:</b>				
ZO2_K06 ZO2_K09	<b>Paper, presentation, discussion activity, test</b>			Lecture / Exercises
<b>VII. CRITERIA FOR ASSESSING ACHIEVED LEARNING OUTCOMES</b>				
<b>Learning outcomes</b>	<b>Unsatisfactory assessment</b> The student does not know and does not understand/cannot/is not ready:	<b>Grade range 3.0-3.5</b> The student knows and understands / can / is ready:	<b>Grade range 4.0-4.5</b> The student knows and understands / can / is ready:	<b>Very good rating</b> 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
<b>VIII. STUDENT'S WORKLOAD – NUMBER OF HOURS AND BALANCE OF ECTS CREDITS</b>				

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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	60	24
Exam/Passing	1	1
Participation in the consultation	1	1
Project / Essay		
Independent preparation for didactic classes	18	36
Preparing to pass a teaching class	20	37
<b>Total student workload (25h = 1 ECTS) TOTAL hours/ECTS</b>	<b>4 ECTS credits/ 100 h</b>	<b>4 ECTS credits/ 100 h</b>
Student load in classes in direct contact with the teacher	60	24
Student load in practical classes	40	76
Student load in practical vocational preparation classes		
Student load in research preparation classes		
<b>IX. LITERATURE AND OTHER DIDACTIC MATERIALS</b>		
<b>Basic literature:</b>		
<ol style="list-style-type: none"> <li>1. Agnieszka Łądka-Barańska , Malwina Puchalska-Kamińska, Job Crafting. A new method of building commitment and sense of work, Wolters Kluwer Polska 2022</li> <li>2. Maciej Sasin , Building commitment or how to motivate employees and develop their potential, Helion 2018</li> </ol>		
<b>Supplementary literature:</b>		
<ol style="list-style-type: none"> <li>1. McGee R., Rennie A., Building employee engagement. Toolkit, Wolters Kluwer, 2015</li> <li>2. Juchnowicz J. Employee involvement. Ways of evaluation and motivation, Polskie Wydawnictwo Ekonomiczne, Warsaw 2012</li> <li>3. Juchnowicz M., Management through engagement. Concepts, controversies, applications, Polskie Wydawnictwo Ekonomiczne, Warsaw 2010</li> </ol>		
<b>Other teaching materials:</b>		