

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)										
ITEM NAME: ORGANIZATIONAL CULTURE										
Name of the organizational unit leading the course:				Faculty of Management and Technical Sciences						
Name of the field of study, level of education:				Management, II cycle						
Learning profile:				general academic						
Name of the specialty:				Human Resources Management						
Type of learning module:				Specialty						
Year/Semester:				Year II semester 4						
Person coordinating the subject:				Agnieszka Król, PhD						
Prerequisites (resulting from the succession of items):				knowledge of management theory, including HRM and practical skills						
II. FORMS OF CLASSES AND NUMBER OF HOURS										
	Lecture	Exercise	Seminar	Laboratory	Workshop	Project	Seminar	Consultation	Exam/Passing	Total hours
Full-time studies	45	45								90
Part-time studies	30	30								60
III. METHODS OF TEACHING ACTIVITIES										
Forms of classes			Didactic methods							
Lecture			Multimedia presentations, discussions, feeding methods							
Practiceda			brainstorming, case-study, problem methods, work with literature, lectures assuming hypothetical-deductive thinking of listeners							
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	
Knowledge:										
2	Knows and understands to a deeper degree social phenomena and human behavior in the organization and the factors causing these phenomena and behaviors in the context of shaping the organization's culture								P7S_WG P7S_WK ZO2_W11	
3	Knows and understands the impact of compliance with ethical principles and CSR on the process of shaping pro-innovative organizational cultures								P7S_WG ZO2_W13	
4	Knows and understands in the extended scope the issues of leadership and key competences of managers, functions, roles, tasks, impact on the innovativeness of the organization and creating human capital - creating and shaping pro-innovative organizational cultures								P7S_WG; P7S_WK ZO2_W15	
Abilities:										
1	Can identify and explain the effects of differences between organisations and regions in the context of exploiting cultural differences in shaping organisational cultures								P7S_UW ZO2_U11	

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2	Is able to critically analyze, interpret and evaluate management phenomena and processes in the context of the organization's culture, perform management functions and diagnose and solve problems related to management functions in the organization in terms of the cultural specificity of a given organization	P7S_UW ZO2_U14
4	Is able to apply in practice selected tools, m.in. in the area of competence management, intellectual capital management or shaping human capital in order to create the desired attitudes and behaviors of employees in the organization, promote the desired cultural patterns	P7S_UU ZO2_U17
Social competences:		
1	Is ready to recognize the importance of knowledge in solving cognitive and practical problems	P7S_KK ZO2_K01
2	It is ready to adapt and act in new conditions and situations, e.g. related to cultural diversity, innovation	P7S_KO ZO2_K06
3	He is ready to behave in a professional and ethical manner in a multicultural environment and modify irregularities occurring in attitudes in the workplace – his own and other people resulting from generational and cultural differences, etc.	P7S_KR; P7S_KK ZO2_K09
V. CURRICULAR CONTENT (LEARNING)		
Lp.	Lecture:	Reference to the learning outcomes in question
1.	Organizational culture – definition, essence, genesis	ZO2_W11 ZO2_W13 ZO2_W15 ZO2_U11 ZO2_U14 ZO2_U17 ZO2_K01 ZO2_K06 ZO2_K09
2.	Organizational culture paradigm – a contemporary trend of organizational culture in the world, including European countries.	
3.	The company's brand in the field of attention of the strategy of changes in the culture of the organization	
4.	Value systems in the organization – defining the essence of the organization's culture, its types and key components.	
5.	The trend of structural changes in the development of the organization's culture	
6.	The role of management in shaping organizational culture Organizational culture and the selection of poor people in European countries	
7.	Typology of cultures	
8.	Cultural determinants of competences – competence profiles and changes in the hierarchy of employee values	
9.	Cultural dissonance	
10.	Pro-innovation cultures	
11.	Building and shaping the culture of the organization – good practices	
12.	Diagnosing the culture of the organization	
Lp.	Exercises/workshops:	Reference to the learning outcomes in question
1	Shaping employee attitudes and behaviors	ZO2_W11
2	Strategy for diagnosing organizational culture. Using diagnosis to build a culture strategy focused on human capital	ZO2_W13 ZO2_W15

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		ZO2_U11 ZO2_U14 ZO2_U17 ZO2_K01 ZO2_K06 ZO2_K09		
3	Ethics, CSR and organizational culture – case study			
4	The management culture of an international organization. Disadvantages and advantages of transferring solutions in the area of company culture. Case study			
5	Organizational Culture - Public Sector			
6	Organizational culture – family businesses			
7	Virtual Organization Culture			
8	Culture of success – case study			
9	Compare organizational cultures			
10	Cultural dissonance – case study			
11	Building engagement with employees from different generations			
12	Solving conflicts and problems in a culturally diverse environment			
VI. METHODS OF ASSESSMENT OF LEARNING OUTCOMES				
Learning outcomes	Verification method	Form of classes in which EUS is verified (Learning outcome)		
Knowledge:				
ZO2_W11 ZO2_W13 ZO2_W15	Presentation, discussion activity, test	Lecture / Exercises		
Abilities:				
ZO2_U11 ZO2_U14 ZO2_U17	Presentation, discussion activity, problem tasks	Lecture / Exercises		
Social competences:				
ZO2_K01 ZO2_K06 ZO2_K09	Presentation, discussion activity	Lecture / 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		90	60	
Exam/Passing		2	2	

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Participation in the consultation	1	1
Project / Essay		
Independent preparation for didactic classes	27	47
Preparing to pass a teaching class	30	40
Total student workload (25h = 1 ECTS) TOTAL hours/ECTS	6 ECTS/150h	6 ECTS/150h
Student load in classes in direct contact with the teacher	90	60
Student load in practical classes	25	40
Student load in practical vocational preparation classes	25	40
Student load in research preparation classes	10	20
IX. LITERATURE AND OTHER DIDACTIC MATERIALS		
Basic literature: <ol style="list-style-type: none"> Runaway- Maciąg L., Culture in the organization . Identification of cultures of well-known companies, PWN Warszawa 2019 Organizational culture. Diagnosis and change. Model of competing values, Cameron Kim S. , Quinn Robert E., Wolters Kluwer 2015 Maria Mycielska, A practical handbook for managing company culture. Experience of companies in Poland, ICAN Institute 2020 		
Supplementary literature: <ol style="list-style-type: none"> Bulińska- Stangrecka H., E-culture. Model and analysis of the culture of virtual organizations (e-book) Warsaw University of Technology Publishing House 2018 Frączkiewicz- Wronka A., March I., Culture of public organizations providing social services: orientations, determinants, effects (eBook), University of Economics in Katowice Press, 2015 Glinka B., Cultural determinants of entrepreneurship in Poland, PWE Warsaw 2008 Kostera M., Kultura Organizacji, Gdańskie Wydawnictwo Psychologiczne, Gdańsk 2007 Sikorski Cz., Roads to success. Professionalism versus Populist Organizational Culture, Difin, Warsaw 2007 Trompenaars F., Hampden- Turner Ch., Seven dimensions of culture, Oficyna Ekonomiczna Oddział Polskich Wydawnictw Zawodowych 2002 Aniszewska G., Organizational culture in management, PWE, Warsaw 2007 Juchnowicz M., Cultural determinants of human capital management, Wolters Kluwer Polska, Warsaw 2009 Sikorski Cz., Organizational Culture, C.H. Beck, Warsaw 2002 		
Other teaching materials: Moodle, MS Teams		