

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: Creativity and innovation in zzi										
Name of the organizational unit leading the course:		Faculty of Management and Technical Sciences								
Name of the field of study, level of education:		Management, second cycle								
Learning profile:		General academic								
Name of the specialty:		Human Resources Management								
Type of learning module:		specialty								
Year/Semester:		Year I, Semester 2								
Person coordinating the subject:		Dr. A. Król								
Prerequisites (resulting from the succession of items):		Knowledge, skills and competences acquired as a result of teaching existing related subjects in second-cycle studies. The student should have basic knowledge of HRM, psychology, be able to think divergently, apply theory in practice								
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								60
Part-time studies	12	12								24
III. METHODS OF TEACHING ACTIVITIES										
Forms of classes			Didactic methods							
Lecture			Multimedia presentations, discussions, feeding methods							
Practiceda			Activating methods, brainstorming, case-study, problem methods, work with literature, exercises 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:										
1.	The student knows in depth social phenomena and human behavior in the organization, factors determining these phenomena and behaviors affecting the definition of employees' competences, especially in the area of creativity and innovation and shaping the creative culture and pro-innovation organization								P7S_WG P7S_WK ZO2_W11	
2.	Knows in depth the essence and importance of ethical conduct in the innovative activity of the organization								P7S_WG ZO2_W13	
3.	The student knows in depth the impact of leadership and key competences of employees and managers, their functions, roles, tasks, formal dependencies on shaping creativity and innovation of human resources management and increasing its effectiveness								P7S_WG; P7S_WK ZO2_W15	

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Abilities:		
1.	He has the ability to diagnose employees' competences and shape them using various instruments in order to innovatively solve problems in the area of human resources management	P7S_UW ZO2_U14
2.	Has the ability to manage human, material, financial and information resources, effective and efficient performance of managerial tasks in a creative and innovative way	P7S_UW P7S_UK P7S_UO ZO2_U15
3.	Efficiently uses selected tools for shaping creativity and innovativeness of employees	P7S_UU ZO2_U17
Social competences:		
1.	He is ready to move freely on the market and comply with ethical principles in undertaking innovative activities	P7S_KR ZO2_K04
2.	He is ready to create human capital, taking into account its diversity and diversity in the context of increasing its creativity and innovation	P7S_KO ZO2_K06
3.	He is ready to work in creative and innovative teams, taking on various roles and functions m.in leader, leader, innovator	P7S_KO ZO2_K08
V. CURRICULAR CONTENT (LEARNING)		
Lp.	Lecture:	Reference to the learning outcomes in question
1.	The concept of creativity and innovation, importance in the implementation of personal functions	ZO2_W11 ZO2_W13 ZO2_W15 ZO2_U14 ZO2_U15 ZO2_U17 ZO2_K04 ZO2_K06 ZO2_K08
2.	Creativity of the work environment, creative teams	
3.	The function and role of the manager in the innovation process	
4.	Traditional vs. Innovative Leadership	
	Increasing the creativity and innovation of employees in the organization. Factors determining pro-innovation attitudes of employees	
	Creative and innovative organization	
	Reasons for the low level of creativity of enterprises	
	Methods and techniques of idea production TECHNIQUE 635, Philips 66 technique, Delphi technology Reverse problem technique, SCAMPER method, synectics, Morphological technique, Lotus flower, Metaplan, Trziz	
	Creativity and innovation zzl – a case study of good practices	
	Creativity and innovation zzl – a case study of good practices	
Lp.	Exercises/workshops:	Reference to the learning outcomes in question
1.	Pro-innovation cultures	ZO2_W11 ZO2_W13 ZO2_W15 ZO2_U14 ZO2_U15 ZO2_U17 ZO2_K04 ZO2_K06
2.	Shaping pro-innovation attitudes of employees	
3.	Creative manager, innovator manager	
4.	Creativity of the work environment	
5.	Creative teams	
6.	Creativity and innovation in zzl – case study	
7.	Types of thinking. Lateral thinking	

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8	The method of 6 hats of Edward De Bono	ZO2_K08		
9	Mind stretchers			
10	Mind map			
11	TECHNIQUE 635			
12	Reversed problem technique			
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	Test/problem tasks	Lecture / Exercises		
Abilities:				
ZO2_U14 ZO2_U15 ZO2_U17	Test/problem tasks	Lecture / Exercises		
Social competences:				
ZO2_K04 ZO2_K06 ZO2_K08	Test/problem tasks	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 grade 3 and the student obtains 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 on 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		Student load		
ECTS		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	37	
Preparing to pass a teaching class		20	37	
Total student workload (25h = 1 ECTS) TOTAL hours/ECTS		4 ECTS/100h	4 ECTS/100h	
Student load in classes in direct contact with the teacher		60	24	

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Student load in practical classes	20	36
Student load in practical vocational preparation classes		
Student load in research preparation classes	20	40
IX. LITERATURE AND OTHER DIDACTIC MATERIALS		
Basic literature:		
<ol style="list-style-type: none">1. Anna Tychmanowicz, Małgorzata Kuśpit, Jolanta Zdybel , Creativity Innovation, UMCS 20152. P. Wachowiak, S. Gregorczyk, Creative organization. Theory and practice, Oficyna Wydawnicza SGH, Warsaw 20183. Katarzyna Szczepańska-Woszczyna, Managerial competences in the context of enterprise innovation, Wydawnictwo Naukowe PWN 20204.		
Supplementary literature:		
<ol style="list-style-type: none">1. P. Salone, Creative thinking in management, STP 20092. N. Thomas, Creativity and innovation according to John Adir, Oficyna 20093. S. Borkowska, The role of zzi in creating organizational innovation, C.H. Beck Warsaw 20104. M. Brzeziński, Creative Organization, PWN Warsaw 20095. P. Niedzielski, K. Rydlik, Innovation and creativity, Szczecin 2006		
Other teaching materials: Case study		