

1.	Field of study	Human Resource Management in Organisation
2.	Faculty	Faculty of Social Sciences
3.	Academic year of entry	2023/2024 (winter term), 2024/2025 (winter term)
4.	Level of qualifications/degree	first-cycle studies
5.	Degree profile	general academic
6.	Mode of study	full-time

7. General information about the module	
Module name	Socjologia organizacji i zarządzania
Module code	W3-ZZ-S1-SOIZ
Number of the ECTS credits	4
Language of instruction	Polish
Purpose and description of the content of education	The Sociology of Organization and Management module aims to develop student's skills in using basic terms in this field. Students learn to diagnose and analyze social processes occurring in the practice of functioning of various types of organizations. Combining the skills acquired during lectures with those obtained in the course of exercises should allow for solving basic problems of organization and management - especially in the field of creating employee motivation and evaluation systems, or by acquiring skills in the field of recruitment and selection for vacant jobs.
List of modules that must be completed before starting this module (if necessary)	not applicable

8. Learning outcomes of the module			
Code	Description	Learning outcomes of the programme	Level of competenc (scale 1-5)
K01	is aware of the growing importance of "learning" organizations on the modern labor market in connection with economic transformations and changes in the qualification structure of employees	K01	3
U01	is able to design the assumptions of a formal employee appraisal system in accordance with the specificity of the organization and taking into account the specificity of various positions	U05 U06 U10	5 4 4
U02	identifies the problems of organizational culture management along with the implications of different ways of interpreting it - referring to the theoretical concepts	U01 U02	3 4
W01	defines the key features of the organization as a coherent social, organizational, and technological system, indicates the main areas of operation of personnel departments in modern organizations., shows the connections between the sociology of organization and management with other scientific disciplines	W01 W02 W03	3 3 4
W02	knows the reasons and principles of implementing changes in the organization, is able to classify changes and gives the sources of employee resistance to the introduced changes, and knows how to reduce them	W06	4

9. Methods of conducting classes		
Code	Category	Name (description)
a01	Lecture methods / expository methods	Formal lecture/ course-related lecture <i>a systematic course of study involving a synthetic presentation of an academic discipline; its implementation assumes a passive reception of the information provided</i>
b04	Problem-solving methods	Activating method – discussion / debate <i>an exchange of views supported by substantive arguments leading to a clash of different views, a compromise or the identification of common positions; it proceeds according to previously agreed-upon rules regarding the time, manner and turn-taking as well as the principles of civil discourse; a discussion is not a competition but aims at finding the best solutions or presenting different points of view; its varieties include brainstorming, Oxford-style debate, panel discussion, decision tree, conference discussion; a debate is an orderly dispute between supporters and opponents of a viewpoint, usually specialists in the field or pre-selected representatives of a group dealing with a common problem</i>
f02	Methods of self-learning	Individual work with a text <i>searching for and acquiring new information using textbooks and other written sources (including their digital versions); searching for texts, selecting fragments for analysis/interpretation, using other texts to solve a problem related to the studied issue</i>

10. Forms of teaching					
Code	Name	Number of hours	Assessment of the learning outcomes of the module	Learning outcomes of the module	Methods of conducting classes
01	lecture	20	exam	U01, U02, W01, W02	a01, f02
02	practical classes	20	course work	K01, U01, W01, W02	b04, f02

11. The student's work, apart from participation in classes, includes in particular:			
Code	Category	Name (description)	Is it part of the BUNA?
a01	Preparation for classes	Search for materials and review activities necessary for class participation <i>reviewing literature, documentation, tools and materials as well as the specifics of the syllabus and the range of activities indicated in it as required for full participation in classes</i>	No
a02	Preparation for classes	Literature reading / analysis of source materials <i>reading the literature indicated in the syllabus; reviewing, organizing, analyzing and selecting source materials to be used in class</i>	No
a05	Preparation for classes	Production/preparation of tools, materials or documentation necessary for class participation <i>developing, preparing and assessing the usefulness of tools and materials (e.g. aids, scenarios, research tools, equipment, etc.) to be employed in class or as an aid when preparing for classes</i>	No
b01	Consulting the curriculum and the organization of classes	Getting acquainted with the syllabus content <i>reading through the syllabus and getting acquainted with its content</i>	No
c02	Preparation for verification of learning outcomes	Studying the literature used in and the materials produced in class <i>exploring the studied content, inquiring, considering, assimilating, interpreting it, or organizing knowledge obtained from the literature, documentation, instructions, scenarios, etc., used in class as well as from the notes or other materials/artifacts made in class</i>	No
c03	Preparation for verification of learning outcomes	Implementation of an individual or group assignment necessary for course/phase/ examination completion <i>a set of activities aimed at performing an assigned task, to be executed out of class, as an obligatory</i>	No

		<i>phase/element of the verification of the learning outcomes assigned to the course</i>	
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Information on the details of the module implementation in a given academic year can be found in the syllabus available in the USOS system: <https://usosweb.us.edu.pl>.