University of Silesia in Katowice

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	part-time

7.	General information about the module	
Module name		Konwersatorium specjalnościowe V: Heurystyki w procesie zarządzania
Module code		W3-ZZ-N1-KS-V
Number of the ECTS credits		2
Language of instruction		
Purpose and description of the content of education		Moduł opiera się na prezentacji przesłanek wdrożenia heurystyki, czyli osiągnięć nauki o dokonywaniu odkryć, opierającej się na twórczym myśleniu do procesu zarządzaniu na różnych, zależnych od wybranej ścieżki specjalnościowej, poziomach funkcjonalnych. Studenci pozyskają wiedzę teoretyczną na temat pojęć składających się na heurystykę, jak również zostaną zaznajomieni z polami jej zastosowania. W ramach modułu dyskutowana będzie również potrzeba wykorzystania metod heurystycznych w zarządzaniu oraz waga umiejętności miękkich w procesach rozwiązywania problemów związanych z funkcjonowaniem organizacji. Metody heurystyczne zostaną ukazane jako skuteczny sposób na pobudzenie kreatywności, bazujący na intuicji i wyobraźni oraz sprzyjający innowacyjności wdrażanych rozwiązań w warunkach często niedostatecznej informacji.
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		dokonuje krytycznej oceny własnych kompetencji w zakresie rozwiązywania problemów w zespołach pracowniczych; doskonali swoje umiejętności, aktywnie współpracując ze specjalistami z innych dziedzin	K01 K02 K04	3 3 3
U01		posiada umiejętność identyfikowania problemów występujących w zespołach pracowniczych	U01 U02	3 3
U02		potrafi ocenić skuteczność i przydatność różnych strategii rozwiązywania problemów występujących w organizacji; potrafi zaproponować adekwatne rozwiązania dla wybranego rodzaju organizacji	U03 U08 U10	4 2 3
W01		ma wiedzę na temat wybranych strategii rozwiązywania problemów występujących w zespołach pracowniczych	W01 W02 W04	3 2 2

		W07	3
		W12	3
W02	ma wiedzę na temat korzyści oraz ograniczeń wynikających z wykorzystywania różnych strategii rozwiazywania problemów występujących w organizacjach	W04	3
		W07	3
		W12	2

9.	Methods of conducting classes		

Code	Category	Name (description)
b02	Problem-solving methods	**Lecture-discussion** *transmission of content involving interaction with the lecture audience; discussion of lecture-related issues is one of its elements or constitutes its follow-up*
b04	Problem-solving methods	**Activating method – discussion / debate** *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*
c07	Demonstration methods	**Screen presentation** *a presentation of synthetic image content using computer graphics, e.g., a series of slides or other multimedia forms, usually accompanied by a commentary; typical components of a screen presentation include text organized into bulleted points, charts, images and animations, sometimes sound effects or music; a multimedia illustration of course content presented in the form of a projected image*
f02	Methods of self-learning	**Individual work with a text** *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*

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	discussion classes	18	course work	K01, U01, U02, W01, W02	b02, b04, c07, 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 *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*	No
a05	Preparation for classes	Production/preparation of tools, materials or documentation necessary for class participation *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*	No
b01	Consulting the curriculum and the organization	Getting acquainted with the syllabus content	No

		of classes	*reading through the syllabus and getting acquainted with its content*	
b02		Consulting the curriculum and the organization of classes	Verification / adjustment / discussion of syllabus provisions *consulting the content of the syllabus, possibly in the presence of the year tutor or members of the class group, and, if necessary, reassessing the provisions concerning special conditions for class participation, e.g., space and time requirements, technical and other requirements, including conditions for participation in classes outside the walls of the university, classes organized in blocks, organized online, etc.*	Yes
b03		Consulting the curriculum and the organization of classes	Consulting the schedule *getting acquainted with the class schedule, possibly in the presence of the year tutor, in order to optimize participation in classes, including those supplementary to the core subjects listed in the pursued study programme*	Yes
c02		Preparation for verification of learning outcomes	Studying the literature used in and the materials produced in class *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*	No
c03		Preparation for verification of learning outcomes	Implementation of an individual or group assignment necessary for course/phase/examination completion *a set of activities aimed at performing an assigned task, to be executed out of class, as an obligatory phase/element of the verification of the learning outcomes assigned to the course*	No

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.