**SYLLABUS TO THE SUBJECT/SYLABUS DO PRZEDMIOTU**

|  |  |
| --- | --- |
| Item Name/Nazwa przedmiotu | **Management by commitment** |
| Direction/Kierunek | **Management** |
| Form of study/Forma studiów | **Stationary** |
| Level of education/Poziom kształcenia | **Second degree** |
| Year/Rok | **2** |
| Semester/Semestr | **IV** |
| Guide unit/Jednostka prowadząca | **Department of Applied Sociology and Human Resource Management** |
| Drafter/Osoba sporządzająca  | **Dr hab. Magdalena Bsoul-Kopowska, prof. PCZ** |
| Profile/Profil  | **General academic** |
| Number of ECTS credits/Liczba punktów ECTS | **3** |

**TYPE OF CLASSES - NUMBER OF HOURS PER SEMESTER/RODZAJ ZAJĘĆ – LICZBA GODZIN W SEMESTRZE**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Lecture/Wykład | Exercise/Ćwiczenia | Laboratory/Laboratorium | Project/Projekt | Seminar/Seminarium |
| **15** | **15** |  |  |  |

**COURSE DESCRIPTION/OPIS PRZEDMIOTU**

**PURPOSE OF THE COURSE/CEL PRZEDMIOTU**

**C1.** The aim of the course is to familiarize students with knowledge about shaping employee engagement in the organization, develop the ability to diagnose the level of commitment and competence in triggering the activity of the organization's members.

**C2.** The student describes the theoretical and methodological foundations of management by commitment in the context of contemporary management of organizations and defines the factors shaping the level of employee engagement, building commitment and researching the level of employee engagement.

**PREREQUISITES FOR KNOWLEDGE, SKILLS AND OTHER COMPETENCIES/WYMAGANIA WSTĘPNE W ZAKRESIE WIEDZY, UMIEJĘTNOŚCI I INNYCH KOMPETENCJI**

**1.** The student has knowledge of human resource management

2. The student has knowledge of key competencies in organization management

**LEARNING OUTCOMES/EFEKTY UCZENIA SIĘ**

**EU 1** – The student defines the role of management through commitment in the context of other specific areas of management

**EU 2** – The student characterizes and analyzes the psychological and organizational aspects of management through commitment.

**EU 3** – The student diagnoses the factors shaping the level of employee engagement and the level of employee engagement

**EU 4** – The student identifies the needs and expectations of employees and is able to provide information necessary to arouse commitment

**COURSE CONTENT/ TREŚCI PROGRAMOWE**

|  |  |
| --- | --- |
| **Form of classes/Forma zajęć –LECTURE/ WYKŁADY** | **Number of hours/Ilość godzin** |
| **W1**. The concept of management by involvement in contemporary economic sciences and economic practice.  | **1** |
| **W2**. Development of the concept of managing high employee engagement of the organization. | **1** |
| **W3-4** Employee engagement – psychological and organizational aspects. | **2** |
| **W5-6** . Factors shaping the level of employee engagement.  | **2** |
| **W7- 8** Survey of the level of employee engagement in the organization. | **2** |
| **W9-10**. Practical ways to build employee engagement in organizations – an example of the use of programs to support bottom-up innovation of employees. tags. | **2** |
| **W11-12**. The role of the social work environment in building employee engagement | **2** |
| **W13-14**. The role of employee engagement. | **2** |
| **W15**. Summary of lectures. Test exam. | **1** |
| **Form of classes/Forma zajęć – EXERCISES/ĆWICZENIA** | **Number of hours/Ilość godzin** |
| **CW 1-2**. Introductory classes. Management through commitment – practical aspects.  | **2** |
| **CW 3-4**. Discussion of factors shaping the level of employee engagement on selected examples – a case study. | **2** |
| **CW 5-6**. Characterization and discussion of values as a factor determining employee engagement in the organization. | **2** |
| **CW 7-8** Presentation of the profile of the employee involved and the factors increasing the level of engagement. | **2** |
| **CW 9-10**. Engaging employees of all ages. Employee engagement survey.  | **2** |
| **CW 11-12**. Building employee engagement in a company – a case study. Discussion of the results of own research on the level of employee engagement. | **2** |
| **CW 13-14** The role of the social work environment in building employee engagement | **2** |
| **CW15.** Presentation and evaluation of final projects. | **1** |

**DIDACTIC TOOLS/NARZĘDZIA DYDAKTYCZNE**

1. Audiovisual equipment
2. Blackboard, chalk, markers
3. Manuals and scripts

**METHODS OF ASSESSMENT (F- FORMATIVE, P - SUMMATIVE)/SPOSOBY OCENY ( F – FORMUJĄCA, P – PODSUMOWUJĄCA)**

F1. Participation in a discussion

F2. Preparation of a presentation, report, or paper

P1. Completion of a project

P2. Written exam

**STUDENT WORKLOAD/OBCIĄŻENIE PRACĄ STUDENTA**

|  |  |
| --- | --- |
| **Form of activity/Forma aktywności** | **Average hours to complete an activity/Średnia liczba godzin na zrealizowanie aktywności**  |
|  | **[h]** | **ECTS** |
| Contact hours with the teacher (lecture, exercise)/Godziny kontaktowe kontaktowe z nauczycielem (wykłady, ćwiczenia) | 15 15  | 0,60,6  |
| Preparing for the laboratory/Przygotowanie do laboratoriów | 13  | 0,52 |
| Preparing to the exam/ Przygotowanie do egzaminu | 13  | 0,52 |
| Reading the indicated literature/Zapoznanie się ze wskazaną literaturą | 12 | 0,48 |
| Consultations**/**Konsultacje | 5 | 0,2 |
| Attendance at exam/Obecność na egzaminie | 2  | 0,08 |
| **TOTAL NUMBER OF ECTS POINTS FOR ITEM/SUMARYCZNA LICZBA PUNKTÓW ECTS****DLA PRZEDMIOTU** | **75**  | **3**  |

**BASIC AND SUPPLEMENTARY LITERATURE/LITERATURA PODSTAWOWA I UZUPEŁNIAJĄCA**

**Basic Literature/Literatura podstawowa:**

1. Kozłowski W. Motivating employees in an organization, [CeDeWu](https://www.profinfo.pl/wydawnictwa/cedewu%2C13.html)**,** 2023
2. Nieżurawska-Zając J., Motivating generationally diverse employees, CeDeWu, 2023
3. Moczulska M., Employee engagement: the perspective of coopetition in the organization, University of Zielona Góra, 2023.
4. STEFAŃSKA, Magdalena; GRABOWSKI, Gabriel. Employee engagement and job satisfaction in remote work conditions. e-mentor. Scientific journal of the Warsaw School of Economics, 2023, 98.1: 13-21. Ababneh, O. M. A. (2021). How do green HRM practices affect employees’ green behaviors? The role of employee engagement and personality attributes. Journal of Environmental Planning and Management, 64(7), 1204–1226. <https://doi.org/10.1080/09640568.2020.1814708>.
5. Chałupczak, Magdalena, and Justyna Bugaj. “Challenges of Organizational Commitment: Dimensions of a Research Model.” (2020).
6. Men, L. R., O’Neil, J., & Ewing, M. (2020). Examining the effects of internal social media on employee engagement. Public Relations Review, 46(2), <https://doi.org/10.1016/j.pubrev.2020.101880>.
7. Duque, L., Costa, R., Dias, Á., Pereira, L., Santos, J., & António, N. (2020). New ways of working and the physical environment to improve employee engagement. Sustainability, 12(17), 6759.
8. WEIDEMAN, Marcel; HOFMEYR, Karl B. The influence of flexible work arrangements on employee engagement: An exploratory study. SA Journal of Human Resource Management, 2020, 18.1: 1-18.

**Supplementary Literature:**

1. Juchnowicz M., Management through Engagement as a Challenge of the Present Day, [in:] Man in the Organization. Theory and practice, P. Wachowiak (ed.), Oficyna Wydawnicza SGH, Warsaw 2012.
2. Moczydłowska J., Errors in Employee Relationship Management as an Internal Source of Crisis in the Organization, [in:] Strategies of Action in Crisis Conditions, S. Partycki (ed.), KUL Publishing House, Lublin 2013.
3. Rudawska A., Motivating to Involvement in the Organization and in Social and Family Life, "MBA" 2011, No. 1.
4. Sayed Alireza Alerasoul, Giovanna Afeltra, Henri Hakala, Eliana Minelli, Fernanda Strozzi,NOrganisational learning, learning organisation, and learning orientation: An integrative review and framework, Human Resource Management Review, Volume 32, Issue 3, 2022, ISSN 1053-4822, https://doi.org/10.1016/j.hrmr.2021.100854
5. Juchnowicz M., Human Capital Management and the Level of Employee Engagement, "Human Resource Management" 2010, No. 3–4.
6. Czarnecka A., Słocińska A., The Importance of Human Resources Management for New Public Management. Polish Example [w:] Contemporary Issues of Enterprise Management in Poland and Hungary (red.) Nowicka-Skowron M., Illes C. B., Tozser J., Szent Istvan University Publishing, Gödöllö 2016.
7. Czarnecka A., Albrychiewicz-Słocińska A., Gavrila-Paven I., Poor J., Skiba Ł., Challenges in Management of Employees’ Ethical Attitudes [w:] Managerial Trends in the Development of Enterprises in Globalization Era (red.) Kosiciarova I., Kadekova Z., Slovak University of Agriculture in Nitra, Nitra 2017.
8. Bsoul.M., Modern trends in personnel management on the example of CSR activities, Scientific Papers of the University of Szczecin. Problems of Management, Finance and Marketing, 2012.
9. Bsoul-Kopowska, Psychosocial Risks in the Work Environment of Members of Dispositional Groups, Human and Social Capital Management in the Face of Changes in Contemporary Organizations (eds.) Robak Elżbieta, Karczewska Anna, Skiba Maja, Częstochowa 2017.

**INSTRUCTOR OF THE COURSE (NAME, SURNAME, E-MAIL ADDRESS)/PROWADZĄCY ZAJĘCIA (IMIĘ, NAZWISKO, ADRES E-MAIL)**

Magdalena Bsoul-Kopowska, magdalena.bsoul-kopowska@pcz.pl

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**MATRIX OF THE IMPLEMENTATION OF LEARNING OUTCOMES/MACIERZ REALIZACJI EFEKTÓW UCZENIA SIĘ**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Learning Outcome/Efekt uczenia się** | **Reference an effect to program-wide defined effects/ Odniesienie danego efektu do efektów zdefiniowanych                dla całego programu**  | **Course objectives/Cele przedmiotu** | **Curriculum content/Treści programowe** | **Teaching tools/Narzędzia dydaktyczne** | **Method of evaluation/Sposób oceny** |
| **EU 1** | K\_W01, K\_W10, K\_W08, K\_U03, K\_U04, K\_U07  | E1,E2 | L1-L2, L3E1-E2E9-E10 | 1,2,3 | F2, F1. S1. S2 |
| **EU 2** | K\_W02, K\_W08, K\_W10, K\_U09, K\_U07, K\_U10, K\_K01, K\_K02, K\_K03 | E1,E2 | L2,L3,L4,L6,L7,L8, E2, E3,E4,E5,E6 | 1,2,3 | S2, S1. F1. F2 |
| **EU 3** | K\_W02, K\_W06, K\_W08, K\_U01, K\_U04, K\_K01, K\_K02, K\_K03,  | E1,  | L3,L4, L8, L9, L11, L12, L13, L 14E2, E5,E6, E7, E8 |  1,2.3 | S2, S1. F1. F2 |
| **EU 4** |  K\_W01, K\_W10, K\_W08, K\_U03, K\_U04, K\_U07  | E1,E2 | L5L6, L7,L8,L9, L10, L11,L12, L13, L 14 E9,E10,E11,E12, E13, E14 | 1,2,3 | S2, S1. F1. F2 |

**FORM OF ASSESSMENT - DETAILS/FORMY OCENY – SZCZEGÓŁY**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Per grade 2/****Na ocenę 2**  | **Per grade 3/****Na ocenę 3**  | **Per grade 4/****Na ocenę 4**  | **Per grade 5/****Na ocenę 5**  |
| **Effect 1/ Efekt 1** | The student is unable to define or define the role of management by engagement in the context of other specific areas of management. | The student is able to define the role of management through commitment  | The student is able to define and discuss the role of management through commitment  | The student is able to define and discuss the role of management by involvement in relation to other specific areas of management using specific examples |
| **Effect 2/****Efekt 2** | The student is unable to characterize the psychological and organizational aspects of management through commitment | The student has basic knowledge of the psychological and organizational aspects of management through commitment | The student is able to characterize the psychological and organizational aspects of management through commitment | The student is able to characterize the psychological and organizational aspects of management through commitment and analyze them |
| **Effect 3/****Efekt 3** | The student is unable to discuss the factors shaping the level of employee engagement and is unable to diagnose the level of employee engagement. | The student is able to name the factors shaping the level of employee engagement and list the levels of employee engagement. | The student is able to list and discuss the factors shaping the level of employee engagement and diagnose the level of employee engagement. | The student is able to list and discuss the factors shaping the level of employee engagement and diagnose the level of employee engagement by analyzing the results. |
| **Effect 4/****Efekt 4** | The student is unable to identify the needs and expectations of employees and is unable to provide information needed to arouse engagement  | The student is able to list the needs of employees, but is unable to provide the information needed to arouse engagement | The student is able to identify the needs and expectations of employees and knows what information can stimulate employee engagement | The student is able to identify the needs and expectations of employees and organizations, and is able to provide information that stimulates employee engagement and commitment |

\*A 3.5 half grade is awarded in the case of full credit for the learning outcomes with a 3.0 grade, but the student has not fully absorbed the learning for a 4.0 grade. A half-grade of 4.5 is awarded in the case of full credit for the learning outcomes with a 4.0 grade, but the student has not fully assimilated  the learning outcomes for a grade of 5.0./ \*Ocena połówkowa 3.5 jest wystawiana w przypadku pełnego zaliczenia efektów uczenia się na ocenę 3.0, ale student nie przyswoił w pełni uczenia się na ocenę 4.0. Ocena połówkowa 4.5 jest wystawiana w przypadku pełnego zaliczenia efektów uczenia się na ocenę 4.0, ale student nie przyswoił w pełni efektów uczenia się na ocenę 5.0.

**OTHER USEFUL INFORMAION ABOUT THE ITEM/INNE PRZYDATNE INFORMACJE O PRZEDMIOCIE**

Information where you can read presentations for classes, etc. - Information is provided during the first class and sent electronically to the addresses of individual dean’s groups./ Informacje, gdzie można zapoznać się z prezentacjami na zajęcia itp. - Informacje udzielane są podczas pierwszych zajęć i przesyłane drogą elektroniczną na adresy poszczególnych grup dziekańskich

Information on the place of classes - Information can be found on the website of the Faculty of Management and in the USOS system./ Informacja o miejscu zajęć – Informacje znajdują się na stronie internetowej Wydziału Zarządzania oraz w systemie USOS.

Information on the date of classes (day of the week/time) - Information can be found on the website of the Faculty of Management and in the USOS system./ Informacja o terminie zajęć (dzień tygodnia/godzina) – Informacje znajdują się na stronie internetowej Wydziału Zarządzania oraz w systemie USOS

Information about consultations (hours + place) - Information is given during the first classes, it is also available on the website of the Faculty of Management./ Informacje na temat  godzin i miejsca konsultacji znajdują się na stronie internetowej Wydziału Zarządzania oraz podawane są na pierwszych zajęciach ze studentami.