#### card of course

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| Subject name | Management through values |

1. The placement of the subject in the study system

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| 1.1. Field of study | Management |
| 1.2. Form and path of study | Full-time/Part-time |
| 1.3. Level of education | First-cycle studies |
| 1.4. Study profile | Practical |

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| 1. 5. Specialty | Company management |
| 1.6. Subject Coordinator | Mgr Michał Furmanek |

2. General characteristics of the subject

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| 2.1. Belonging to a subject group | Optional/Practical |
| 2.2. Number of ECTS | 3 |
| 2.3. Language of lectures | Polish |
| 2.4. Semesters in which the subject is taught | IV |
| 2.5.Criteria for selecting course participants | For the specialization: Company management |

1. Learning outcomes and course delivery
   1. Subject Objectives

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| No. | Subject Objectives |
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| C1 | To present students with up-to-date knowledge about the organization's values. |
| C2 | Familiarizing students with the model of management through values, including the methodology related to designing and implementing a management system through values |
| C3 | Students acquire the ability to use appropriate tools in value-based management |

* 1. Subject-specific learning outcomes, divided into knowledge , skills and competences , with reference to the directional learning outcomes

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| No. | Description of subject  learning outcomes | Reference to  directional effects  learning (symbols) | Method of implementation (mark "X") | | | |
| ST | | NST | |
| Classes at the University | Activities on  the platform | Classes at the University | Activities on  the platform |
| After passing the course, the student knows and understands **the knowledge** | | | | | | |
| W1 | Knows the methodology related to designing and implementing a management system through values | Z1\_W11  Z1\_W12 | X |  | X |  |
| W2 | Knows and understands the quantitative and qualitative measures of systemic management through values | X |  | X |  |
| W3 | Understands the essence of management through values, knows and understands the axes of theory and practice of management through values |  | X |  | X |  |
| After passing the course, the student is **able** to: | | | | | | |
| U1 | Is able to design a code of ethics in an organization | Z1\_U06  Z1\_U07  Z1\_U17 | X |  | X |  |
| U2 | Is able to apply in practice the effectiveness measures of the management system through values | X |  | X |  |
| U3 | Is able to design and implement management systems through values |  | X |  | X |  |
| After completing the course, the student is ready to take part in **social competences.** | | | | | | |
| K1 | Is ready to ethically use the instruments learned in the field of management through values. | Z1\_K02  Z1\_K06 | X |  | X |  |
| K2 | Is ready for creative and entrepreneurial thinking in the management process through values | X |  | X |  |

3.3. Forms of teaching and their number of hours - Full-time studies (ST), Part-time studies (NST)

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| Path | Lecture | Exercises | Design | Workshop | Laboratory | Seminar | Lecturer | Classes conducted using distance learning methods and techniques in the form of ………………. | Other | **ECTS points** |
| **ST** |  |  |  | 30 |  |  |  |  |  | 3 |
| **NST** |  |  |  | 10 |  |  |  |  |  | 3 |

3.4. Content of education (separately for each form of classes: (W, ĆW, PROJ, WAR, LAB, LEK, OTHER). It should be marked (X) how the given content will be implemented (classes at the university or classes on the e-learning platform conducted using distance learning methods and techniques)

TYPE OF CLASS: WORKSHOP

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| No. | Content of the course | Reference to subject-specific learning outcomes | Method of implementation (mark "X") | | | |
| ST | | NST | |
| **Classes at the University** | **Activities on  the platform** | **Classes at the University** | **Activities on  the platform** |
| 1. | MBV Model – General Aspects (Planning, Deciding, Organizing and Controlling) | W1, W2, W3 | X |  | X |  |
| 2. | Organization values | W1, W2 | X |  | X |  |
| 3. | The values and successes of the organization | W1, W2 | X |  | X |  |
| 4. | Value-based management tools | U1, U2 | X |  | X |  |
| 5. | Axes of theory and practice of management through values | W3, U1, U2 | X |  | X |  |
| 6. | Designing and implementing a management system through values - examples | W3, U1, U2, U3 | X |  | X |  |
| 7. | Good practices in management through values | K1, K2 | X |  | X |  |
| 8. | Summary of classes and discussion of grades |  | X |  | X |  |

3.5. Methods of verifying learning outcomes (indication and description of methods of conducting classes and verification of achievement of learning outcomes and method of documentation)

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| Subject Effects | Teaching methods | Methods of verifying learning outcomes | Documentation methods |
| KNOWLEDGE | | | |
| W1-W3 | Workshop using group work to prepare for independent creation of a project. Presentation, discussion with participants, practical examples. Exercises in the preparation of a project of a management system through values and development of procedures for its implementation.  The subject is carried out in cooperation with a technological partner using practical experience based on organizations operating on the market | The condition for passing the course is to prepare a final paper – the code of ethics of a selected organisation in the form of a presentation (based on the functioning of the organisation in which you work, have worked, are a volunteer, or one that you know well).  The work should be prepared in the form of a presentation, 10 to 20 slides, pptx format is recommended, pdf, docx, rtf formats are acceptable. | Assessed project posted on the University platform |
| SKILLS | | | |
| U1-U3 | Workshop using group work to prepare for independent creation of a project. Presentation, discussion with participants, practical examples. Exercises in the preparation of a project of a management system through values and development of procedures for its implementation.  The subject is carried out in cooperation with a technological partner using practical experience based on organizations operating on the market | The condition for passing the course is to prepare a final paper – the code of ethics of a selected organisation in the form of a presentation (based on the functioning of the organisation in which you work, have worked, are a volunteer, or one that you know well).  The work should be prepared in the form of a presentation, 10 to 20 slides, pptx format is recommended, pdf, docx, rtf formats are acceptable. | Assessed project posted on the University platform |
| SOCIAL COMPETENCES | | | |
| K1 | Shaping social attitudes during work that are necessary in the student's future work.  The subject is carried out in cooperation with a technological partner using practical experience based on organizations operating on the market. | The condition for passing the course is to prepare a final paper – the code of ethics of a selected organisation in the form of a presentation (based on the functioning of the organisation in which you work, have worked, are a volunteer, or one that you know well).  The work should be prepared in the form of a presentation, 10 to 20 slides, pptx format is recommended, pdf, docx, rtf formats are acceptable.  Evaluation of the project that was created as a result of acquiring social competences during classes | Assessed project posted on the University platform |

3.6. Assessment criteria for the achieved learning outcomes

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| Learning effect | For a grade of 3 or "pass."  the student knows and understands/is able to/is ready to | For a grade of 3.5, the student knows and understands/is able to/is ready to | For a grade of 4, the student knows and understands/is able to/is ready to | For a grade of 4.5, the student knows and understands/is able to/is ready to | For a grade of 5, the student knows and understands/is able to/is ready to |
| W | 51-60% of knowledge indicated in learning outcomes | 61-70% of knowledge indicated in learning outcomes | 71-80% of knowledge indicated in learning outcomes | 81-90% of knowledge indicated in learning outcomes | 91-100% of knowledge indicated in learning outcomes |
| U | 51-60% of skills indicated in learning outcomes | 61-70% of skills indicated in learning outcomes | 71-80% of skills indicated in learning outcomes | 81-90% of skills indicated in learning outcomes | 91-100% of skills indicated in learning outcomes |
| K | 51-60% of skills indicated in learning outcomes | 61-70% of skills indicated in learning outcomes | 71-80% of skills indicated in learning outcomes | 81-90% of skills indicated in learning outcomes | 91-100% of skills indicated in learning outcomes |

3.7. Literature

**Basic**

* Griffin Ricky W., Fundamentals of management, CENGAGE Learning Boston, 2016
* Larson Gregory S.; Gill Rebecca, Organizations and identity, Polity Malden, 2017
* Antonowicz P., Pisarewicz P., Nogal-Meger P. (red.), Zarządzanie wartością w warunkach zmiany, Wydawnictwo Uniwersytetu Gdańskiego, Gdańsk, 2017
* Maćkowiak E., Wielowymiarowe podejście do zarządzania wartością w małym i średnim przedsiębior-stwie, CeDeWu, Warszawa, 2019

**Supplementary**

* Daft Richard, Understanding the theory and design of organizations, South-Western, Mason 2010
* Dudycz T., Zarządzanie wartością przedsiębiorstwa, PWE, Warszawa 2005
* Szczepankowski P., Wycena i zarządzanie wartością przedsiębiorstwa, Wydawnictwo Naukowe PWN, Warszawa, 2012

4. Student workload - ECTS points balance

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| **Types of student activity** | **Student Load** | |
| **ST** | **NST** |
| **Classes requiring direct contact between the student and the academic teacher at the university premises** | **30** | **10** |
| Classes included in the study plan | 30 | 10 |
| **Student's own work** | **45** | **65** |
| Ongoing preparation for classes, preparation of project work/presentations/etc. | 25 | 30 |
| Preparation for passing classes | 20 | 35 |
| **TOTAL STUDENT HOURLY LOAD** | **75** | **75** |
| **Number of ECTS points** | **3** | **3** |

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| Last change date | 30/09/2024 |
| The changes were introduced | ZAZ Education Quality Team |
| The changes were approved | Mgr Anna Bielak |