#### card of course

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| Subject name | Management through knowledge |

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 | Optional/Practical |

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| 1.5. Specialty | HR Management |
| 1.6. Subject Coordinator | Dr Dariusz Dudek |

2. General characteristics of the subject

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| 2.1. Belonging to a subject group | Optional/practical |
| 2.2. Number of ECTS | 2 |
| 2.3. Language of lectures | English |
| 2.4. Semesters in which the subject is taught | III |
| 2.5.Criteria for selecting course participants | For the HR Management specialization |

1. Learning outcomes and course delivery
   1. Subject Objectives

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| No. | Subject Objectives |
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| C1 | The aim of the course is to provide students with knowledge in the field of knowledge management techniques and knowledge management systems. |
| C2 | The aim of the subject is to present the role of knowledge in management processes. |
| C3 | The aim of the subject is to present contemporary economic and social realities in the management process through knowledge and technological tools enabling the implementation of this process. |
| C4 | The aim of the course is to acquire skills in using management techniques through knowledge. |
| C5 | The aim of the course is to acquire debate skills. |

* 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 | The role of knowledge in management processes, concepts and issues in the field of management through knowledge | Z1\_W01 | X |  | X |  |
| W2 | Knowledge management techniques and knowledge management systems | X |  | X |  |
| W3 | Issues related to the use of knowledge in contemporary socio-economic realities | X |  | X |  |
| After passing the course, the student is **able** to: | | | | | | |
| U1 | Search for and identify sources of knowledge acquisition and generation | Z1\_U01  Z1\_U11 | X |  | X |  |
| U2 | Use knowledge management techniques and know how to use them in specific situations | X |  | X |  |
| U3 | Analyze contemporary economic and social realities in the management process through knowledge and technological tools enabling the implementation of this process | X |  | X |  |
| After completing the course, the student is ready to take part in **social competences.** | | | | | | |
| K1 | Searching for sources of knowledge necessary to perform specific tasks | Z1\_K01  Z1\_K06 | X |  | X |  |
| K2 | Conducting discussions and debates on the use of knowledge in solving specific problems | 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** |  |  | 15 |  |  |  |  |  |  | 2 |
| **NST** |  |  | 10 |  |  |  |  |  |  | 2 |

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: PROJECT

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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. | What is knowledge in contemporary socio-economic realities and why is it so important for the implementation of management processes? | W1, W3, U3, K1 | X |  | X |  |
| 2. | The 4th Industrial Revolution and Globalization and Their Impact on Knowledge and Management | W1, W3, K1 | X |  | X |  |
| 3. | Knowledge Management Techniques. Knowledge Generation | W1, W2, W3, U1, U2, U3, K1 | X |  | X |  |
| 4. | Knowledge management systems | W1, W2, W3, U3, K1 | X |  | X |  |
| 5. | Analysis of contemporary economic and social realities in the management process through knowledge and technological tools enabling the implementation of this process | W3, U1, U2, U3, K1, K2 | X |  | X |  |
| 6. | Principles for organizing a debate on solving specific problems | W3, U1, U2, U3, K1, K2 | X |  | X |  |
| 7. | 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 | presentation of issues, guided discussion, case study | As part of the verification of the learning outcomes, students will prepare and conduct a debate that will concern (to choose from) a solution to a specific problem occurring in the socio-economic environment or in a specific organization. During the debate, participants (using various sources) of knowledge will talk about the causes of a given problem and propose its solutions based on the knowledge acquired on this topic. During the preparation and conduct of the debate, knowledge and skills in generating knowledge and using knowledge management techniques will be verified. | Report on the oral examination (debates) |
| SKILLS | | | |
| U1-U3 | guided discussion, case study | As part of the verification of the learning outcomes, students will prepare and conduct a debate that will concern (to choose from) a solution to a specific problem occurring in the socio-economic environment or in a specific organization. During the debate, participants (using various sources) of knowledge will talk about the causes of a given problem and propose its solutions based on the knowledge acquired on this topic. During the preparation and conduct of the debate, knowledge and skills in generating knowledge and using knowledge management techniques will be verified. | Report on the oral examination (debates) |
| SOCIAL COMPETENCES | | | |
| K1-K2 | Guided discussion, case study | As part of the verification of the learning outcomes, students will prepare and conduct a debate that will concern (to choose from) a solution to a specific problem occurring in the socio-economic environment or in a specific organization. During the debate, participants (using various sources) of knowledge will talk about the causes of a given problem and propose its solutions based on the knowledge acquired on this topic. During the preparation and conduct of the debate, knowledge and skills in generating knowledge and using knowledge management techniques will be verified. | Report on the oral examination (debates) |

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**

1. Griffin Ricky W., Fundamentals of management, CENGAGE Learning Boston, 2016
2. Larson Gregory S.; Gill Rebecca, Organizations and identity, Polity Malden, 2017
3. Jashapara A., Zarządzanie wiedzą, Warszawa 2014
4. Kozioł-Nadolna K., Przywództwo a innowacyjność organizacji : perspektywa teoretyczna i praktyczna, Difin, Warszawa, 2022

**Supplementary**

1. Daft Richard, Understanding the theory and design of organizations, South-Western, Mason, 2010
2. Mikuła B., Organizacje oparte na wiedzy, Wyd. Akademia Ekonomiczna, Kraków 2006.
3. Gross-Gołacka E., Jefmański B., Spałek P., Kapitał intelektualny przedsiębiorstw w Polsce - wybrane aspekty teoretyczne i praktyczne, PWE, Warszawa, 2019

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** | **15** | **10** |
| Classes included in the study plan | 15 | 10 |
| **Student's own work** | **35** | **40** |
| Ongoing preparation for classes, preparation of project work/presentations/etc. | 20 | 20 |
| Preparation for passing classes | 15 | 20 |
| **TOTAL STUDENT HOURLY LOAD** | **50** | **50** |
| **Number of ECTS points** | **2** | **2** |

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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 |