



COURSE DESCRIPTION CARD - SYLLABUS

Course name

Organisation development

Course

Field of study

Engineering Management

Area of study (specialization)

Enterprise Resource and Process Management

Level of study

Second-cycle studies

Form of study

full-time

Year/Semester

1/1

Profile of study

general academic

Course offered in

Polish

Requirements

compulsory

Number of hours

Lecture

15

Laboratory classes

Other (e.g. online)

Tutorials

Projects/seminars

30

Number of credit points

3

Lecturers

Responsible for the course/lecturer:

Ph.D., D.Sc., Eng. Magdalena Wyrwicka,
University Professor

Responsible for the course/lecturer:

Mail to: magdalena.wyrwicka@put.poznan.pl

Phone: 48600971957

Faculty Engineering Management

ul. J. Rychlewskiego 2, 60-965 Poznań

Prerequisites



The student has knowledge of the basics of management - knows the concepts related to management, organizational culture, delegation of responsibility, etc ..

The student understands and is able to analyze the processes taking place in the relations between people in the organization.

The student is able to discern to associate and to interpret the occurrence appearances in enterprise. The student understands and is prepared for held his social responsibility in business creation.

The student is aware of the importance of the human factor in the organizational qualitative and quantitative context.

Course objective

The aim is to get students to know the problems of organisation development, especially related to the position of the head (and leadership) team.

Getting acquaint students with the enterprise development modelling and foresight

Course-related learning outcomes

Knowledge

1. Student has the knowledge of structural changes in development processes.[PS7_WG_04]
2. Student has the knowledge of methodology to identify a phase of growth and to prepare scenarios. [PS7_WG_04]
3. The student has knowledge of the effects of management, delegation of responsibility and making decisions participation processes in the organization.[PS7_WG_04]
4. The student knows the methods for staff skills developing and how to optimize the communication process between members of the organization. [PS7_WG_09].

Skills

1. The student is able to build models of enterprise development.[PS7_UW_02]
2. The student is able to examin an enterprise to identify a phase of growth, and to prepare scenarios of development for the future. [PS7_UW_02, PS7_UW_03]
3. The student uses acquired knowledge to resolve problems arising in the field of OD .[PS7_UW_03,PS7_UW_04,PS7_UW_06]
5. The student is able to arrange business meeting, prepare a report, presentation and deliver the speech. [PS7_UW_03,PS7_UW_04PS7_UW_06PS7_UK_02]

Social competences

1. Student understands the need of team working in area enterprise development because of the variety of knowledge, skills and problems [PS7_KK_01].



2. Student is conscious of the role, required competences and responsibilities of managers decisions [PS7_KK_01].
3. The student is aware of the relation between staff selection and staff motivation process and is able to assess the quality of work in the organization .[PS7_KK_01, PS7_KO_02]
4. The student understands and recognizes the need for powers delegation.[PS7_KK_02]
5. The student is aware of the rank of the value of information in the organization and understands the need for permanent optimization and improvement in this area .[PS7_KR_01]

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Forming grade:

Lecture: 2 colloquiums - at the 7 th and 15th lecture (after about 45 min) Each colloquium contains 13 questions (open and closed). Completing each test - 7 points.

Sum up grade:

Project: work in teams. Credit - project defense.

Programme content

1. Development and enterprise growth, enterprise life cycle models in the context of personnel policy changes, readiness to change.
2. Premises of enterprise development, mechanisms and phenomena in the development process, organization of enterprise development, sustainable enterprise development, application of the strategic scorecard and OCAI form for diagnosing readiness for developmental changes.
3. Foresight of enterprises. Applications of foresight methodology.
4. Diagnosing the phase of enterprise life and enterprise culture in the aspect of readiness for developmental changes. Preparation of development scenarios.
5. The image of the organization. Building an Employer Branding strategy, Corporate Social Responsibility.
7. Team building process. Motivating proces in diverse team. Teamwork dysfunctions.
8. Personnel marketing (conditions, tools).

Teaching methods

Lecture - pps presentation, discussion, scenes



Project - work in teams, workshops, observation, case study

Bibliography

Basic

Additional

Przedsiębiorstwo odporne na kryzys (2016) M. Romanowska, W. Mierzejewska (red.), Oficyna a Wolters Kluwer business, Warszawa

Wyrwicka M.K., Różnice pokoleniowe a inteligentny rozwój gospodarczy [w:] Systemy zabezpieczenia społecznego wobec wyzwań demograficznych i rynkowych (2014) M. Szczepański, T. Brzęczek, M. Gajowiak(red.), Wyd. Politechniki Poznańskiej, Poznań, s. 263-274.

Krugiełka A., (2019), Modelowanie CSR w obszarze klienta wewnętrznego. Wydawnictwo Politechniki Poznańskiej, Poznań

PulsHR, HR Standard, Personel i Zarządzanie

Breakdown of average student's workload

	Hours	ECTS
Total workload	75	3,0
Classes requiring direct contact with the teacher	45	2,0
Student's own work (literature studies, preparation classes/tutorials, preparation for test, project preparation) ¹	30	1,0

¹ delete or add other activities as appropriate