POZNAN UNIVERSITY OF TECHNOLOGY

COURSE DESCRIPTION CARD - SYLLABUS

Course name
 Organisation development

Course

Field of study	Year/Semester
Engineering Management	1/1
Area of study (specialization)	Profile of study
Enterprise Resource and Process Management	general academic
Level of study	Course offered in
Second-cycle studies	Polish
Form of study	Requirements
full-time	compulsory

Number of hours

Lecture	Laboratory classes	Other (e.g. online)
15		
Tutorials	Projects/seminars	
	30	

Number of credit points

3

Lecturers

Responsible for the course/lecturer:

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Faculty Engineering Management

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Responsible for the course/lecturer:

Prerequisites

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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 acquait students with the enterprise development modelling and foresight

Course-related learning outcomes

Knowledge

The student defines and classifies different models of enterprise life cycles and distinguishes between them in the context of HR policy changes and readiness for change [P7S_WG_04].

The student explains the rationale and mechanisms affecting enterprise development, including sustainability and applications of the strategic scorecard [P7S_WG_01].

The student identifies and describes applications of foresight methodology in the context of predicting the future of an enterprise [P7S_WG_09].

The student describes ethical norms, their sources, nature, changes and ways to influence organizations, noting their impact on organizational development processes [P7S_WK_01].

Skills

The student analyzes and forecasts various phases of the life of an enterprise and prepares development scenarios based on them [P7S_UW_02].

The student implements digitalization processes in personnel selection, including remote recruitment and onboarding [P7S_UW_03].

The student plans and implements Employer Branding strategies and understands their impact on the image of the organization [P7S_UW_01].

The student plans and conducts empirical research to diagnose the life phases of an organization and organizational culture and prepares scenarios for development [P7S_UW_05].

The student analyzes dysfunctions of teamwork and applies motivation processes in diverse teams [P7S_UW_06].

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Social competences

The student engages in the development of interdisciplinary competencies necessary to solve complex organizational problems [P7S_KK_01].

The student initiates and manages social projects, making substantive contributions and directing ventures [P7S_KO_01].

The student manages undertakings resulting from social projects and makes substantive contributions to their preparation [P7S_KO_02].

The student plans activities to achieve the set goals for the development of the organization, taking into account various possibilities and prioritizing tasks according to their relevance [P7S_KK_02].

The student demonstrates awareness of the importance of behaving in a professional manner, adhering to the principles of professional ethics and respect for diversity of views, and is able to apply these principles in the context of organization development activities [P7S_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).

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Teaching methods

Lecture - pps presentation, discussion, scenes

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

Bibliography

Basic

1. Metody badania i modele rozwoju organizacji (2012) red. A. Stabryła , S. Wawak, Fundacja UE w Krakowie

2. Wyrwicka M.K., Ragin-Skorecka K. (2013) Foresight przedsiębiorstw T. 1 Przygotowanie do przyszłości, Wydawnictwo Politechniki Poznańskiej, Poznań

3. Wyrwicka M.K. (2003) Endogenne przesłanki organizacyjne rozwoju przedsiębiorstwa, Wydawnictwo Politechniki Poznańskiej, seria rozprawy Nr 374, Poznań

4. Wyrwicka M.K. (2009) Rozwój przedsiębiorstwa w gospodarce sieciowej [w:] Ergonomia, technika i technologia, zarządzanie, red. M. Fertsch, Wydawnictwo Politechniki Poznańskiej, Poznań s. 341-356.

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

6. Turkusowe rewolucje (2022) G. Klimarczyk (red.) OpenNexus, Poznań. do pobrania: turkusowerewolucje.pl

Additional

1. 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.

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

3. PulsHR, HR Standard,Personel i Zarządzanie

4. R.W. Griffin (2021) Podstawy zarządzania organizacjami, wyd. III, PWN, Warszawa

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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

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[1] delete or add other activities as appropriate