



**Field of study:**

## **Management**

**Subject: Decision making skills, motivation and leadership, team management**

Level of study: graduate studies

System of study: Full-time

Profile of studies: general academic

Subject: Decision making skills, motivation and leadership, team management

## **Form of classes and the ECTS points**

	Number of hours	ECTS points	Credit
lectures	35		exam
exercises	16		credit with mark
Total	51	5	

## **Aims of teaching**

1. To familiarise students with the theory of motivation, decision making and team management in the different business contexts.
2. To familiarise students with practical applications of motivation theory, decision making and team management.

## Intended learning outcomes

KNOWLEDGE		
SYMBOL	DESCRIPTION	REFERENCE TO THE PROFILE OUTCOME
P_W1	Students know the theory of motivation, decision making and team management in the different business contexts.	Zarz_WG01_Mgr Zarz_WG02_Mgr Zarz_WG03_Mgr
SKILLS		
SYMBOL	DESCRIPTION	REFERENCE TO THE PROFILE OUTCOME
P_U1	Students are able to apply the knowledge of motivation theory, decision making and team management in practical business situations.	Zarz_UW06_Mgr Zarz_UW08_Mgr Zarz_UW11_Mgr Zarz_UK01_Mgr Zarz_UK02_Mgr Zarz_UO01_Mgr Zarz_UU01_Mgr
SOCIAL COMPETENCES		
SYMBOL	DESCRIPTION	REFERENCE TO THE PROFILE OUTCOME
P_K1	Students are able to effectively work and communicate in teams using the knowledge of motivation, team management and decision making.	Zarz_KK02_Mgr Zarz_KO03_Mgr Zarz_KO04_Mgr Zarz_KO05_Mgr

## Course content

NUMBER	DESCRIPTION	FORM OF CLASSES	NUMBER OF HOURS
1	1. Motivation as psychological concept 2. Evolution of motivation concept and its use in business and social environment 3. Types and characteristics of motivation; ways the organisation can shape it 4. Concepts and types of motivation in different types of organisations and in different phases of their development 5. Applied behaviour analysis in business and application of the right methods of employees motivation in order to create value for shareholders 6. Motivation vs change and crisis in the company – characteristics, processes, tools 7. Decision skills in organisation vs development of the company vs value creation 8. Characteristics of types of decision skills – development and evaluation 9. Leadership – in different phases of the company life; can it be thought? Good leader characteristics and leadership development plan 10. High performing teams 11. Teams dysfunctions- how to recognize them, how to manage them in order to create value for shareholders 12. Team roles vs team effectiveness 13. Effective communication in the team	lectures	35 / 35
2	1. Models and methods of motivation in business. 2. Motivation and change and crisis in the business 3. Management and leadership styles at different stages of the company development 4. Team life cycle 5. Team roles and effective communication in the team 6. Team dysfunctions and team crisis.	exercises	16 / 16

## Conditions of completion

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### LECTURES

TYPE OF CREDIT	CREDIT INFLUENCE (IN %)
Exam (for the lecturers only)	50
Exercises final credit	50

### EXERCISES

TYPE OF CREDIT	CREDIT INFLUENCE (IN %)
Exam (for the lecturers only)	50
Exercises final credit	50

## Teaching methods

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- discussion in the class
- lectures
- exercises
- discussion in the class
- groups discussion

## Reading (compulsory)

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- Sherwyn P. Morreale, Brian H. Spitzberg, J. Kevin Barge . Human Communication\_ Motivation, Knowledge, and Skills , Second Edition 2006
- Simon Sinek. Start with Why - How great leaders inspire everyone to take action 2009
- Harvard Business School. Giving Effective Feedback 2014
- John Adair. Leadership and Motivation\_ The Fifty-Fifty Rule and the Eight Key Principles of Motivating Others 2008

## Reading (additional)

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- Robert Pritchard, Elissa Ashwood . Managing Motivation\_ A Manager's Guide to Diagnosing and Improving Motivation 2014
- Netta Weinstein. Human Motivation and Interpersonal Relationships\_ Theory, Research, and Applications 2014

## Odniesienie efektów przedmiotowych do efektów kierunkowych, treści kształcenia, metod weryfikacji

SYMBOL	REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME	REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT	REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS
<b>KNOWLEDGE</b>			
P_W1	Zarz_WG01_Mgr Zarz_WG02_Mgr Zarz_WG03_Mgr	1	exam
SYMBOL	REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME	REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT	REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS
<b>SKILLS</b>			
P_U1	Zarz_UW06_Mgr Zarz_UW08_Mgr Zarz_UW11_Mgr Zarz_UK01_Mgr Zarz_UK02_Mgr Zarz_UO01_Mgr Zarz_UU01_Mgr	1 2	exercises written test Csse studies and case discussions Activity during the lectures and exercises
SYMBOL	REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME	REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT	REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS
<b>SOCIAL COMPETENCES</b>			
P_K1	Zarz_KK02_Mgr Zarz_KO03_Mgr Zarz_KO04_Mgr Zarz_KO05_Mgr	2	Activity during the lectures and exercises