



Field of study:

Management

Subject: Competence and knowledge management in the organization

Level of study: graduate studies

System of study: Full-time

Profile of studies: general academic

Subject: Competence and knowledge management in the organization

Form of classes and the ECTS points

	Number of hours	ECTS points	Credit
lectures	40		exam
Total	40	6	

Aims of teaching

1. To familiarise students with the theory and practice of knowledge and competence management in organizations.
2. To familiarise students with the context and scope of decision making in the area of knowledge and competence management in the organization.
3. To familiarise students with practical aspects of the knowledge and competence process in the organisation as part of the organisation development

Intended learning outcomes

KNOWLEDGE		
SYMBOL	DESCRIPTION	REFERENCE TO THE PROFILE OUTCOME
P_W1	The student knows key theories and models in the area of knowledge and competence management.	Zarz_WG01_Mgr Zarz_WG02_Mgr
P_W2	The student knows key strategies of knowledge gaining and dissemination in the organization.	Zarz_WG03_Mgr Zarz_WG04_Mgr
P_W3	The student has knowledge regarding the competencies and skills required for the development and management of the effective organisations as part of the competencies and knowledge management system.	Zarz_WG06_Mgr Zarz_WG08_Mgr
SKILLS		
SYMBOL	DESCRIPTION	REFERENCE TO THE PROFILE OUTCOME
P_U1	The student is able to apply the theoretical models regarding knowledge and competence management in practical contexts	Zarz_UW04_Mgr Zarz_UW08_Mgr
P_U2	The student is able to work out practical case studies regarding competence and knowledge management in organization, using appropriate terminology in this area	Zarz_UW11_Mgr Zarz_UK01_Mgr
SOCIAL COMPETENCES		
SYMBOL	DESCRIPTION	REFERENCE TO THE PROFILE OUTCOME
P_K1	The student is able to effectively work in the team and add value to the discussion on the subject while basing his/her opinions on the scientific facts.	Zarz_KK01_Mgr Zarz_KK02_Mgr Zarz_KK03_Mgr

Course content

NUMBER	DESCRIPTION	FORM OF CLASSES	NUMBER OF HOURS
1	Knowledge gaining process in organizations at different stages of organization's development - main models and terminology - learning organization in the information era, 5 cycles of learning of the competent organization.	lectures	3 / 3

NUMBER	DESCRIPTION	FORM OF CLASSES	NUMBER OF HOURS
2	Cognitive competencies of the organization as a base of the learning process.	lectures	2 / 2
3	Management of knowledge and competencies vs goals and business strategies.	lectures	3 / 3
4	Competencies and skills required in organizations at different phases of development (creation and management of competence systems, management of competencies proliferation in the organization, the influence of internal and external factors on creation and competencies development.	lectures	6 / 6
5	Knowledge implementation strategies.	lectures	6 / 6
6	Exchange of knowledge and competencies in organisation-external environment interface.	lectures	3 / 3
7	Management of creation and distribution of knowledge in relation: organisation-client.	lectures	6 / 6
8	Organisational knowledge and organisational competence (real, dormant, in the change).	lectures	3 / 3
9	Innovation process in small and big organizations as a competence and knowledge management creation and proliferation.	lectures	6 / 6
10	Management systems in organisation learning. Big data vs learning organisation.	lectures	2 / 2

Conditions of completion

LECTURES

TYPE OF CREDIT	CREDIT INFLUENCE (IN %)
Exam (for the lecturers only)	100

Teaching methods

- lectures
- multimedia presentations
- lectures with discussions
- analysis of practical case studies

Reading (compulsory)

- Sanchez Ron. Knowledge Management and organisational competence 2010
- Ron Sanchez, Aime Heene. Enhancing competencies for competitive advantage 2010

Reading (additional)

- Lack of literature

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
KNOWLEDGE			
P_W1	Zarz_WG01_Mgr Zarz_WG02_Mgr	1 2 3 4 5 6 7 8 9 10	Exam
P_W2	Zarz_WG03_Mgr Zarz_WG04_Mgr	1 2 3 4 5 6 7 8 9 10	Exam
P_W3	Zarz_WG06_Mgr Zarz_WG08_Mgr	5 6 7 9 10	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
SKILLS			
P_U1	Zarz_UW04_Mgr Zarz_UW08_Mgr	1 3 4 7 9 10	classroom discussion Assignments
P_U2	Zarz_UW11_Mgr Zarz_UK01_Mgr	3 4 6 7 9 10	case studies discussions
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
SOCIAL COMPETENCES			
P_K1	Zarz_KK01_Mgr Zarz_KK02_Mgr Zarz_KK03_Mgr	3 7 9	Case discussions Assignments