

# Sociology of Management - opis przedmiotu

| Informacje ogólne   |                                                |
|---------------------|------------------------------------------------|
| Nazwa przedmiotu    | Sociology of Management                        |
| Kod przedmiotu      | 04.0-WZ-P-SMa-S19                              |
| Wydział             | <a href="#">Wydział Ekonomii i Zarządzania</a> |
| Kierunek            | WEiZ - oferta ERASMUS                          |
| Profil              | -                                              |
| Rodzaj studiów      | Program Erasmus                                |
| Semestr rozpoczęcia | semestr zimowy 2019/2020                       |

| Informacje o przedmiocie        |                                                                       |
|---------------------------------|-----------------------------------------------------------------------|
| Semestr                         | 1                                                                     |
| Liczba punktów ECTS do zdobycia | 5                                                                     |
| Typ przedmiotu                  | obowiązkowy                                                           |
| Język nauczania                 | angielski                                                             |
| Sylabus opracował               | <ul style="list-style-type: none"><li>dr Renata Maciejewska</li></ul> |

| Formy zajęć |                                            |                                           |                                               |                                              |                  |
|-------------|--------------------------------------------|-------------------------------------------|-----------------------------------------------|----------------------------------------------|------------------|
| Forma zajęć | Liczba godzin w semestrze<br>(stacjonarne) | Liczba godzin w tygodniu<br>(stacjonarne) | Liczba godzin w semestrze<br>(niestacjonarne) | Liczba godzin w tygodniu<br>(niestacjonarne) | Forma zaliczenia |
| Wykład      | 30                                         | 2                                         | -                                             | -                                            | Egzamin          |

## Cel przedmiotu

LEARNING OUTCOMES:

By the end of the course student should be able to:

- use methods and techniques of group work
- form desirable interpersonal relations
- estimate the efficiency of subordinates' work
- manage the information
- make a decision
- solve problems in a creative way
- organize personal work and work of subordinates
- manage a change in organizations

## Wymagania wstępne

-

## Zakres tematyczny

During our course we will be focused on following issues:

- Introduction to Sociology of Management
- Organizational structures
- Leadership in organizations;
- Leadership in formal organizations
- Leadership in informal organizations.
- Motivation:
- Emotive intellectuals.
- Conflict in Organizations:
- Sources of conflicts.
- Positive & Negative Consequences of Conflict in Organizations.
- Ways of Managing Conflict in Organizations.
- Management diversity.
- Employees Training and Development
- Learning in Organizations
- Organizational Human Resource Management
- Work Anomie in an Organisation

## Metody kształcenia

- active participation in class

- one essay

## Efekty uczenia się i metody weryfikacji osiągnięcia efektów uczenia się

| Opis efektu                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Symbole efektów | Metody weryfikacji                                                                                                                                                                                                                                         | Forma zajęć                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Students can: - Organizational structures, - Leadership in organizations, - Leadership in formal organizations, - Leadership in informal organizations, - Motivation, - Emotive intellectuals, - Conflict in Organizations, - Sources of conflicts, - Positive & Negative Consequences of Conflict in Organizations, - Ways of Managing Conflict in Organizations, - Management diversity, - Employees Training and Development, - Learning in Organizations, - Organizational Human Resource Management, - Work Anomie in an Organisation. |                 | <ul style="list-style-type: none"><li>• aktywność w trakcie zajęć</li><li>• bieżąca kontrola na zajęciach</li><li>• obserwacja i ocena aktywności na zajęciach</li><li>• obserwacje i ocena umiejętności praktycznych studenta</li><li>• projekt</li></ul> | <ul style="list-style-type: none"><li>• Wykład</li></ul> |

## Warunki zaliczenia

### GRADING POLICY:

The final grades will be given according to the following rule:

- the amount of the received points in the limits:

- 100 % - 75.1 % of total possible points corresponds to the grade 5 (A)
- 75.0 % - 70.1 % corresponds to 4.5 (B)
- 70.0 % - 65.1 % corresponds to 4 (C)
- 65.0 % - 60.1 % corresponds to 3.5 (D)
- 60.0 % - 50.1 % corresponds to 3 (E)
- 50.0 % - 0 % corresponds to 2 (F)

1. Class attendance and participations – students are to attend every class, fully prepared to participate in class discussions and activities 20%
2. Preparing an essay - 60% . Each student will prepare the essay and present some aspect of it to the class and lead the discussion.
3. Preparing of multimedia presentation – 20%. Each student will prepare the multimedia presentation about chosen problems of HRM.

## Literatura podstawowa

Alan Price (2007) Human Resource Management in Business Context, 3rd edition, Thomson Learning Press.

Appreciating diversity – cultural and gender issues (2007), edited by Aneta Chybicka and Maria Kaźmierczak, 1ed edition,publisher “Impuls”.

Blanchard K., Johnson S.,(2001), One- minute manager

Blanchard K., Zigarmi P., Zigarmi D., (2008), One-minute manager and leadership: situational leadership and better communication between a supervisor and a subordinate

Blanchard K., Lorber R., (2008), One-minute manager’s techniques in practice

Baumer, E.P. (2007). Untangling research puzzles in merton’s multilevel anomie theory. *Theoretical Criminology*, 11(1), 63–93.

Manderscheid, S.V. & Arichvili, A. (2008). New leader assimilation: Process and outcomes. *Leadership and Organization Development Journal*,29, 661–677.

Mansfield, P. (2004). Anomie and disaster in corporate culture: The impact of mergers and acquisitions on the ethical climate of market organizations. *Marketing Management Journal*,14(2), 88–97.

McCloskey, D. (1976). Durkheim, anomie, and modern crisis. *American Journal of Sociology*, 81(6), 1481–1487.

Messner, S.F. (2003). An institutional-anomie theory of crime: Continuities and elaborations in the study of social structure and anomie. *Cologne Journal of Sociology and Social Psychology*,43, 93–109.

Vaughan, D. (1983). *Controlling Unlawful Organizational Behavior: Social Structure and Corporate Misconduct*.Chicago: University of Chicago Press.

## Literatura uzupełniająca

Chen, C.& Lee, H. (2007). Effects of transformational team leadership on collective efficacy and team performance. *International Journal of Management and Enterprise Development*, 4, 202–217.

Chen, G.& Bliese, P.D. (2002). The role of different levels of leadership in predicting self- and collective efficacy: Evidence for discontinuity. *Journal of Applied Psychology*,87, 549–556.

Cohen, D.V. (1992a). *The Dynamics of Powerlessness: Explaining Unethical Conduct in Business Organizations*.Paper presented at the 52nd Annual Meeting of the Academy of Management Las Vegas, NV.

Cohen, D.V. (1992b). *Ethical Choice in the Workplace: Situational and Psychological Determinants*.Doctoral dissertation. Columbia University, New York, NY.

Jensen, L.& Wygant, S. (1990). The development of self-valuing theory: A practical approach for business ethics. *Journal of Business Ethics*,8, 215–225.

Bird, F. & Waters, J. (1987). The nature of managerial moral standards. *Journal of Business Ethics*, 6, 1–3.

Jung, D. & Sosik, J. (2003). Group Potency and Collective Efficacy. *Group Organization Management*, 28, 366–391.

Katz-Navon, T. & Erez, M. (2005). When collective and self-efficacy affect team performance. *Small Group Research*, 36, 437–465.

## Uwagi

-

Zmodyfikowane przez dr Renata Maciejewska (ostatnia modyfikacja: 07-05-2019 14:46)

Wygenerowano automatycznie z systemu SyllabUZ