



FACULTY: *Economic and Social Sciences*
COURSE: *Economics*
LEVEL OF EDUCATION: *first-level studies (bachelor)*
FORM OF EDUCATION: *full-time*
PROFILE: *practical*

SUBJECT CARD (Syllabus)

Course name: METHODS OF EFFECTIVE TEAM MANAGEMENT – university-opened lecture					ECTS credits: 0.5	
Instructor: according to the cast and timetable						
Year: 1, 2, 3	Lectures	Seminars	Laboratory exercises	Exercise	BUNA*	Form of credit*
Semester: 2,4,6	15	0	0	0	0	Z
*W-lecture E – exam; Z – pass; ZO – passing with an assessment; BUNA – without the participation of an academic teacher						
Subject Purpose:						
Familiarization with the principles of organization of work in a team and the principles of managing them.						
Didactic methods:						
1. giving – an information lecture, 2. problem – problem lecture, 3. activating – discussion.						
Prerequisites: <i>None</i>						
No	Subject matter of the classes					
I	1.Group vs. team. 2.Team leader, its role and tasks. Leadership styles vs. team roles. 3.Conversation with the employee as a motivation tool. 4.Methods of stimulating the effectiveness and creativity of the team and its members. 5.Determinants and barriers to team effectiveness. 6.Dysfunctions in the process of team management. 7.Communication – essence, forms, functions, barriers to effectiveness. 8.Conflicts in the team essence, causes, types, effects, ways of counteracting.					
II	SEMINARS: not applicable					
III	LABORATORY EXERCISES : not applicable					
IV	EXERCISES: not applicable					
In	BUNA: not applicable					
Learning outcomes						
Directional effects – symbol and specification				Objective effects – specification		
in the field of KNOWLEDGE:						
P6U_W	P6S_WGP6S_WK	E1_W03 Identifies mutual relations between economic phenomena, entities, structures and institutions on a microeconomic and				



		sectoral scale, both in real and monetary terms, including in the field of selected specialization in the field of economics. He knows how to put this knowledge into practice.	Understands the concepts of human capital and human capital management and can explain their role in business management. Knows and can explain the stages of team formation and the rules for selecting employees for the team.
P6U_W	P6S_WG	E1_W05 Knows and understands at an advanced level the knowledge of man as an entity creating economic structures; knows the rules of human behavior in terms of satisfying needs, has elementary knowledge of the principles and motives of human action in the process of creating and implementing tasks and organizational changes of these structures. Knows how to apply knowledge in practice.	Knows the principles of effective communication and decision-making in a team. Knows the concept of talent and understands its importance in the economy and knowledge-based enterprise. Knows the tools for development, career management and talent management.
in terms of <u>SKILLS</u>:			
P6U_U	P6S_UK P6S_UO	E1_U04 Communicates efficiently using terminology from the field of economic and related sciences both in a team of employees and use the advice of specialists from various fields of knowledge. Is able to present his own ideas and views attractively and convincingly.	Solves complex and unusual problems using knowledge of methods of effective communication. Effectively communicates with the environment, interacts with other people as part of teamwork.
P6U_U	P6S_UW P6S_UK P6S_UO	E1_U07 Is able to cooperate with other people as part of teamwork or as a leader; takes a department in the analysis and evaluation of alternative solutions to economic problems and chooses methods and instruments to rationally resolve and optimize them.	Can design the development process of team employees, taking into account their aspirations and potential as well as the capabilities of the organization. Knows effective ways to solve problems and manage conflict in a team of employees.
in the field of <u>SOCIAL COMPETENCES</u>:			
P6U_K	P6S_KO P6S_KR	E1_K02 Is able to actively cooperate in teams, including international ones, and take on various roles with respect for social, cultural and legal norms, and perform responsible roles in the team, being aware of the decisions they make, and also takes responsibility for the results of their work and the whole team.	Develops the ability to work in a team and coordinate the work of a team of employees. Can effectively communicate team goals and assess the degree of their implementation. Is ready to responsibly perform the role of the head of the sales team, as well as to comply with and develop the rules of professional ethics and act to comply with these principles
P6U_K	P6S_KR	E1_K03 Is ready to recognize the importance of knowledge in solving problems related to the development, implementation, analysis and evaluation of economic processes in various types of organizations and to	Is ready to recognize the importance of knowledge in solving problems occurring in sales teams, as well as to consult experts with knowledge not available in the organization. Is ready to determine priorities for the implementation of commercial tasks in the organization,



		consult experts in this regard in case of difficulties in solving them on their own.	taking into account the principles of corporate social responsibility
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Ways to verify the out come of this learning (KNOWLEDGE, SKILLS, SOCIAL COMPETENCES)

Effects(symbol)	Written exam	Oral exam	Colloquium	Essay/Paper	Homework	Individual presentation	Group presentation	Activity in class	Participation in the	Individual project	Group project
E1_W03, E1_W05,	X							X			
E1_U04, E1_U07	X							X	X		
E1_K02, E1_K03,						X			X		

Form and conditions of passing the subject:

The basis for obtaining credit/zal is:

- presence of 100%; confirmed by an entry on the attendance list,
- possible 10% absence balanced in a manner individually agreed with the lecturer,
- active participation in lectures (joining the discussion initiated by the lecturer, showing interest in the issues discussed during the lecture),
- positive assessment from the response matching test.

The test is in writing – a test of matching answers. Each correct answer is 1 point, no answer or incorrect answer 0 points, a minimum of 60% of correct answers qualify for a positive rating.

Assessment criteria from the test

Assessment	Very good (5.0)	Good plus (4.5)	Good (4.0)	Sufficient plus (3.5)	Sufficient (3.0)	Insufficient (2.0)
% of correct answers	93-100%	85-92%	77-84%	69-76%	60-68%	59% and less

Conditions for making up classes abandoned for justified reasons:

Making up for abandoned classes is possible only in the case of a student's illness documented by sick leave or other random reasons. Justification of classes and passing of the material being the subject of lectures during the absence is made by the lecturer conducting the classes

The student's workload needed to achieve learning outcomes during hours and ECTS credits

Contact hours with an academic teacher

Types of classes	Number of hours
Participation in lectures	15
Participation in seminars	
Participation in exercises	
Participation in laboratory classes	
Consultations (2 hours for the lecture, 1 hour for one group of quarters, conv., sem.)	
Sum of	15

Student's own work divided into time (examples of student work forms)

Form of student work	Number of hours
Preparing for classes	
Writing a paper/project/essay	
Gathering materials and preparing presentations	
Self-reading	



Preparing for colloquia/tests	
Preparing for the written/oral exam in a subject	
Preparation for written/oral credit in a subject	
Sum of	
Total (contact hours + student's own work)	
	0,5 ECTS
1.including the number of ECTS credits for contact hours with the direct participation of an academic teacher	
2.including the number of ECTS credits for hours carried out in the form of independent work	
Classes with a practical profile	
Types of classes	Number of hours
Participation in laboratory exercises	
Preparing for practical credit	
Sum of	
Number of ECTS credits for practical classes	
Basic literature:	
Team Management. How to Manage Virtual & Hybrid Teams, Book Star Publishers, [New York] 2023.	
A. Anderson, Management: Take Charge of Your Team: Communication, Leadership, Coaching and Conflict Resolution, Lulu Press Inc, Morrisville 2019.	
Supplementary literature:	
P.J. Barbour, Building Top-Performing Teams, Kogan Page Ltd, London 2025.	
Acceptance of the Vice-Rector:	