Course description form (syllabus form) – for 1st and 2nd cycle studies

**A. General data**

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| **Name of the field** | **Content**  |
| Course title | **More Work or More Life - How to interpret the Work-Life Balance Concepts and Contradictions** |
| Organizational unit: | Faculty of Management, Department of Legal Problems of Administration and Management |
| Organizational unit where the course is offered: | Faculty of Management |
| Course ID |   |
| Erasmus code / ISCED |  |
| Course groups |   |
| Period when the course is offered  | Summer Semester  |
| Short description | The classes concern issues related to the increasingly popular issue of Work-Life Balance (WLB) in the context of work. While WLB issues cover many spheres of life, these classes will focus on explaining and analysing WLB issues related to the performance of professional work. The classes will cover issues such as what we mean by the term WLB, how other concepts describe the relationship between private and professional life of employees, what is private and professional life, where is the limit of the employer's interference in the employee's private life, and similar issues.  |
| Type of course: | Colloquium |
| Full description | The classes concern issues related to the increasingly popular issue of Work-Life Balance (WLB) in the context of work. While WLB issues cover many spheres of life, these classes will focus on explaining and analysing WLB issues related to the performance of professional work. The classes will cover issues such as what we mean by the term WLB, how other concepts describe the relationship between private and professional life of employees, what is private and professional life, where is the limit of the employer's interference in the employee's private life, and similar issues. The program includes:* Factors and Beliefs Influencing WLB
* Concepts of WLB, Work-life conflict, Work-life integration, Work-life blending, in management theories
* Legislation related to WLB
* Providing WLB to employees – the role of employers,
* Planning the work process in order to reconcile professional and private roles,
* diversity management as a long-term strategy of the company,
* The limits of the employer's interference in the employee's life

instruments supporting WLB |
| Prerequisites |   |  |
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| Learning outcomes | **In terms of knowledge**K\_W01 Knows and understands in depth the terminology of the organization of professional lifeK\_W02 knows and understands at an advanced level the principles, procedures and practices concerning the activities of various types of organizations, its key functions (personnel management – labor law) and its relations with the environment, and in particular the importance of diversity in business or employee relationsK\_W05 knows and understands social and political processes and their impact on the functioning of the organization and the economy as a whole, especially in terms of maintaining a proper relationship between work and private lifeK\_W06 knows and understands the principles of creating and developing various forms of entrepreneurship, especially in terms of selecting various forms of employment and the resulting duties to the type of business, as well as the importance of diversity in business or employee relations **In terms of skills**K\_U01 Can use theory to identify, diagnose and solve problems related to WLB K\_U02 Can correctly interpret social, political, legal, economic and ecological processes and phenomena and their impact on the functioning of the organization, using the appropriate selection of sources K\_U03 Can independently and in a team prepare analyses, diagnoses and reports on the functioning of the organization in the field of personnel management K\_U05 Can plan and organize their own and teamwork. K\_U06 They have the ability to self-educate and improve their qualifications.**In terms of attitudes**K\_K01 is ready to assess and critically approach the situation and phenomena related to the functioning of the organization and the entire economy in the field of WLBK\_K02 Is ready to think and act in an entrepreneurial way, especially in the field of personnel managementK\_K03 Is ready to comply with and develop professional ethical standards related to personnel management  |
| ECTS credit allocation (and other scores) |   |
| Assessment methods and assessment criteria |  participation in classes – 70 points, current grade – 70 points, test – 40 points, additional work – essay on a given topic 20 pointsPassing threshold 100 points |
| Examination  | **Credit for the assessment** |
| Type of class |  Optional, conversational subject.1st degree, 3rd year of study (5th semester)Full-time/part-time studies |
| Sposób realizacji przedmiotu  |  Course delivered remotely (via Zoom + Campus/eLearning) |
| Language  |  English |
| Bibliography | 1. Chang, A., McDonald, P. i Burton, P. (2010). Methodological choices in work-life balance research 1987 to 2006: A critical review. *The International Journal of Human Resource Management, 21*(13), 2381–2413. https://doi.org/10.1080/09585192.2010.516592
2. Crompton, R. i Lyonette, C. (2006). Work-life „balance” in Europe. *Acta Sociologica*, *49*(4), 379–393. https://doi.org/10.1177/0001699306071680
3. Godlewska-Bujok, B. (2019). Work-life balance or work-life conflict in the context of the privacy of care workers. In: B. Godlewska-Bujok and K. Walczak (eds.), *Diversity in Unity: Studies in Labour Law, Social Security and Social Policy. A commemorative book dedicated to Professor Wojciech Muszalski*. Warsaw: CH Beck.
4. Jang, S. J. (2009). The relationships of flexible work schedules, workplace support, supervisory support, work-life balance, and the well-being of working parents. *Journal of Social Service Research*, *35*(2), 93–104. https://doi.org/10.1080/01488370802678561
5. MOP. (2020). *Family-friendly policies and other good workplace practices in the context of Covid-19: Key steps employers can take*, *IN=nterim recommendations, 27 marca*, <https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_740708.pdf>.
6. Phillips, J. (2007). *Care*. Polity.
7. Sepczyńska, D. (2012). The Ethics of Care as a Political Philosophy. *Ethics*, *45*, 37–61.
8. Tronto, J. C. (1993). *Moral boundaries: A political argument for an ethic of care*. Psychology Press.
9. Walczak, K. & Godlewska-Bujok, B. (2019). Childminders in the company's sources of labour law. *Labour and Social Security,* (12), 14-18, https://doi.org/10.33226/0032-6186.2019.2.4
10. Yacoub, A. i El-Zomor, M. (2020). Would COVID-19 be the turning point in history for the globalization era? The short-term and long-term impact of COVID-19 on Globalization. *The Short-Term and Long-Term Impact of COVID-19 on Globalization*. (April 6, 2020).
11. Zuboff, S. (2019). *The age of surveillance capitalism: The fight for a human future at the new frontier of power.* Profile Books.
12. Data from the Central Statistical Office, Social Insurance Institution (ZUS), Eurostat
13. Raporty HAY, McKinsey, Deloitte
14. Criado-Perez, C. (2020). *Invisible Women: How Data Creates a World Tailored for Men*. Karakter.
15. And others
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| Internship as part of the course  |  no |
| Coordinators | Dr Barbara Godlewska-Bujok |
| Group instructors | Dr Barbara Godlewska-Bujok |
| Notes  |   |

**B. Detailed data**

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| **Name of the field** | **Content**  |
| Group instructors: | Barbara Godlewska-Bujok |
| Title  | Dr |
| Type of class: | Seminar  |
| Learning outcomes defined for didactic method used during the course | **In terms of knowledge**K\_W01 Knows and understands in depth the terminology of the organization of professional lifeK\_W02 knows and understands at an advanced level the principles, procedures and practices concerning the activities of various types of organizations, its key functions (personnel management – labor law) and its relations with the environment, and in particular the importance of diversity in business or employee relationsK\_W05 knows and understands social and political processes and their impact on the functioning of the organization and the economy as a whole, especially in terms of maintaining a proper relationship between work and private lifeK\_W06 knows and understands the principles of creating and developing various forms of entrepreneurship, especially in terms of selecting various forms of employment and the resulting duties to the type of business, as well as the importance of diversity in business or employee relations **In terms of skills**K\_U01 Can use theory to identify, diagnose and solve problems related to WLB K\_U02 Can correctly interpret social, political, legal, economic and ecological processes and phenomena and their impact on the functioning of the organization, using the appropriate selection of sources K\_U03 Can independently and in a team prepare analyses, diagnoses and reports on the functioning of the organization in the field of personnel management K\_U05 Can plan and organize their own and teamwork. K\_U06 They have the ability to self-educate and improve their qualifications.**In terms of attitudes**K\_K01 is ready to assess and critically approach the situation and phenomena related to the functioning of the organization and the entire economy in the field of WLBK\_K02 Is ready to think and act in an entrepreneurial way, especially in the field of personnel managementK\_K03 Is ready to comply with and develop professional ethical standards related to personnel management  |
| Assessment methods and assessment criteria for didactic method used during the course |  participation in classes – 70 points, current grade – 70 points, test – 40 points, additional work – essay on a given topic 20 pointsPassing threshold 100 points |
| Examination for didactic method used during the course |  Credit for the assessment |
| Range of content | The program includes:* Factors and Beliefs Influencing WLB
* Concepts of WLB, Work-life conflict, Work-life integration, Work-life blending, in management theories
* Legislation related to WLB
* Providing WLB to employees – the role of employers,
* Planning the work process in order to reconcile professional and private roles,
* diversity management as a long-term strategy of the company,
* The limits of the employer's interference in the employee's life

instruments supporting WLB |
| Didactic methods |  Elements of lecture, dialogue, case studies, data analysis, case studies, critical discourse analysis |
| Bibliography | 1. Chang, A., McDonald, P. i Burton, P. (2010). Methodological choices in work-life balance research 1987 to 2006: A critical review. *The International Journal of Human Resource Management, 21*(13), 2381–2413. https://doi.org/10.1080/09585192.2010.516592
2. Crompton, R. i Lyonette, C. (2006). Work-life „balance” in Europe. *Acta Sociologica*, *49*(4), 379–393. https://doi.org/10.1177/0001699306071680
3. Godlewska-Bujok, B. (2019). Work-life balance or work-life conflict in the context of the privacy of care workers. In: B. Godlewska-Bujok and K. Walczak (eds.), *Diversity in Unity: Studies in Labour Law, Social Security and Social Policy. A commemorative book dedicated to Professor Wojciech Muszalski*. Warsaw: CH Beck.
4. Jang, S. J. (2009). The relationships of flexible work schedules, workplace support, supervisory support, work-life balance, and the well-being of working parents. *Journal of Social Service Research*, *35*(2), 93–104. https://doi.org/10.1080/01488370802678561
5. MOP. (2020). *Family-friendly policies and other good workplace practices in the context of Covid-19: Key steps employers can take*, *IN=nterim recommendations, 27 marca*, <https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_740708.pdf>.
6. Phillips, J. (2007). *Care*. Polity.
7. Sepczyńska, D. (2012). The Ethics of Care as a Political Philosophy. *Ethics*, *45*, 37–61.
8. Tronto, J. C. (1993). *Moral boundaries: A political argument for an ethic of care*. Psychology Press.
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10. Yacoub, A. i El-Zomor, M. (2020). Would COVID-19 be the turning point in history for the globalization era? The short-term and long-term impact of COVID-19 on Globalization. *The Short-Term and Long-Term Impact of COVID-19 on Globalization*. (April 6, 2020).
11. Zuboff, S. (2019). *The age of surveillance capitalism: The fight for a human future at the new frontier of power.* Profile Books.
12. Data from the Central Statistical Office, Social Insurance Institution (ZUS), Eurostat
13. Raporty HAY, McKinsey, Deloitte
14. Criado-Perez, C. (2020). *Invisible Women: How Data Creates a World Tailored for Men*. Karakter.
15. And others
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| Group limit  |   |
| Time span |   |
| Location |   |