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 |  Women in Business |
| 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 deal with the participation and position of women in business. They also concern undesirable phenomena in employment relations, e.g. violence, discrimination or mobbing, and basic instruments of protection against them |
| Type of course: |  |
| Full description |  The classes deal with the participation and position of women in business. They also concern undesirable phenomena in employment relations, e.g. violence, discrimination or mobbing, and basic instruments of protection against themThe program includes:* Factors and beliefs influencing perceptions of women's work
* Women in the labour market on the basis of statistical data,
* Legislation related to women's work
* counteracting discrimination based on gender and other factors in the workplace;
* Ensuring equal access to promotion, training, benefits for women and men and other marginalized groups,
* issues of pay and motivation, taking into account equal pay for equal work;
* planning the work process in order to reconcile professional and private roles,
* the participation of women in management and supervisory boards of enterprises,
* diversity management as a long-term strategy of the company,
* Instruments to support the employment of women
* Undesirable phenomena in the work process:
	+ conflict
	+ violence
	+ discrimination
	+ bullying

and other |
| Prerequisites |  |   |
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| Learning outcomes | **In terms of knowledge**K\_W01 Knows and understands the terminology of women's participation and their position in businessK\_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 entire economy, especially in the field of employment of women, as well as basic phenomena that are a challenge for women in businessK\_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 the employment of women 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 work 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 employment of womenK\_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 class.1st degree, 3rd year of study (6th semester)Full-time/part-time studies |
| Sposób realizacji przedmiotu  |  Remote Course (via Zoom + Campus/eLearning) |
| Language  |  English |
| Bibliography | 1. Bilimoria, D. (2007). *Handbook on women in business and management*. Edward Elgar Publishing.
2. Hill, D., & Bible, K. (2007). Discrimination: Women in business. *Journal of* Organizational Culture Communications and Conflict
3. Plambeck, E. L., & Ramdas, K. (2019). Alleviating poverty by empowering women through business model innovation: M&SOM insights and opportunities. *Manufacturing & Service Operations Management, Forthcoming*.
4. Chung, H., & Van der Lippe, T. (2020). Flexible working, work–life balance, and gender equality: Introduction. *Social Indicators Research*, *151*(2), 365-381.
5. Isenhardt, A., Hostettler, U., & Ramseier, E. (2019). Effects of social relations at work and support from family and friends on the consequences of inmate violence on correctional staff burnout. *Criminal justice and behavior*, *46*(10), 1405-1426.
6. ILO, Violence at work, <https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_publ_9221108406_en.pdf>
7. Christiane Kuptsch and Eric Charest (ed), The future of diversity, https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\_831316.pdf
8. <https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_829962.pdf>
9. Nancy FOLBRE, The International Labour Review and gender equality: The importance of women’s unpaid and paid work, <https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_823485.pdf>
10. Data from the Central Statistical Office, Social Insurance Institution (ZUS), Eurostat
11. Raporty HAY, McKinsey, Deloitte
12. Criado-Perez, C. (2020). *Invisible Women: How Data Creates a World Tailored for Men*. Karakter.
13. 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  | o |

**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 the terminology of women's participation and their position in businessK\_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 entire economy, especially in the field of employment of women, as well as basic phenomena that are a challenge for women in businessK\_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 the employment of women 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 work 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 employment of womenK\_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 | * Factors and beliefs influencing perceptions of women's work
* Women in the labour market on the basis of statistical data,
* Legislation related to women's work
* Ensuring equal access to promotion, training, benefits for women and men and other marginalized groups,
* counteracting discrimination based on gender and other factors in the workplace;
* planning the work process in order to reconcile professional and private roles,
* the participation of women in management and supervisory boards of enterprises,
* issues of pay and motivation, taking into account equal pay for equal work;
* diversity management as a long-term strategy of the company,
* Instruments to support the employment of women
* Undesirable phenomena in the work process:
	+ conflict
	+ violence
	+ discrimination
	+ bullying

and other related. |
| Didactic methods |  Elements of lecture, dialogue, case studies, data analysis, case studies, critical discourse analysis |
| Bibliography | 1. Bilimoria, D. (2007). *Handbook on women in business and management*. Edward Elgar Publishing.
2. Hill, D., & Bible, K. (2007). Discrimination: Women in business. *Journal of* Organizational Culture Communications and Conflict
3. Plambeck, E. L., & Ramdas, K. (2019). Alleviating poverty by empowering women through business model innovation: M&SOM insights and opportunities. *Manufacturing & Service Operations Management, Forthcoming*.
4. Chung, H., & Van der Lippe, T. (2020). Flexible working, work–life balance, and gender equality: Introduction. *Social Indicators Research*, *151*(2), 365-381.
5. Isenhardt, A., Hostettler, U., & Ramseier, E. (2019). Effects of social relations at work and support from family and friends on the consequences of inmate violence on correctional staff burnout. *Criminal justice and behavior*, *46*(10), 1405-1426.
6. ILO, Violence at work, <https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_publ_9221108406_en.pdf>
7. Christiane Kuptsch and Eric Charest (ed), The future of diversity, https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\_831316.pdf
8. <https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_829962.pdf>
9. Nancy FOLBRE, The International Labour Review and gender equality: The importance of women’s unpaid and paid work, <https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_823485.pdf>
10. Data from the Central Statistical Office, Social Insurance Institution (ZUS), Eurostat
11. Raporty HAY, McKinsey, Deloitte
12. Criado-Perez, C. (2020). *Invisible Women: How Data Creates a World Tailored for Men*. Karakter.
13. And others
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| Group limit  |   |
| Time span |   |
| Location |   |