

COURSE DESCRIPTION CARD

NOTE: If the course includes lectures and classes, the Course Description Card applies to both types of instruction.

1. Course title:

Multi-Generational Teams - Challenges

2. Course code:

Number of ECTS credits: 3

Course completion mode: Z

Course commenced / Year 2023/24

3. Major: Finance and Accounting for Business

4. Department of major coordinator: Department of Banking and Financial Markets

5. Name of course instructor:

Lecture: Przemysław Zbierowski

Classes: Przemysław Zbierowski

Examiner: Przemysław Zbierowski

6. Department of course instructor: Department of Human Resource Management

7. Number of contact hours with students:

Type of instruction	Full-time study	Part-time study
lectures	15	9
classes	15	12
foreign language classes		
lab classes		
seminars		
e-learning		
other		
Total hours	30	21
examination (hours)		

8. Course timeframe - no. of semesters: 1

Course commencement / Year 2

Course commencement / Semester 3

9. Level of tertiary education: Master

10. Course status

Compulsory for the major

11. Course prerequisites

Compulsory:-

Recommended:-

12. Course objectives: The objective of the course is to develop the knowledge and skills of managing and working in multi-generational teams, including the aspects of leadership, team composition and dynamics, communication, psychological aspects and work-related outcomes for individual and team performance and multi-dimensional quality of life.

13. Teaching and learning methods:**A. Direct student-instructor contact:**

No.	Teaching methods	Description	Number of hours	
			Full-time study	Part-time study
1.	Active classes	Classes with participation of students, teamworking, case study analysis	15	12
2.	Interactive lecture	Lecture with active participation of students and discussion	15	9
Total			AS: 30	AN: 21

B. Self-study:

No.	Learning methods	Description	Number of hours	
			Full-time study	Part-time study
1.	Preparing the presentation	Preparation of the assignment presentation	15	18
2.	Preparing the project	Preparation of the assignment project	20	24
3.	Analysis of source material	Analysis of source material: reports, literature, available data	10	12
Total			BS: 45	BN: 54

Total AS+BS = 75
 Examination (E) = 0
 Total AS+BS+E = 75

Total AN+BN = 75
 Examination (E) = 0
 Total AN+BN+E = 75

14. Key words: age, generations, teams, leadership, team roles, team dynamics, communication, individual performance, team performance, quality of life

15. Course content:

1. Cross-generational differences
2. Psychological aspects of multi-generational teams
3. Differences in leadership
4. Cross-generational communication
5. Knowledge sharing
6. Team composition
7. Team dynamics
8. Individual and team performance
9. Quality of life as an outcome of cross-generational cooperation
10. Family setting and its interface with multi-generational teams

16. Course learning outcomes as related to the learning outcomes of the major and methods for assessing student attainment

Intended learning outcomes of the major / Symbols	Intended learning outcomes of the course	Methods for assessing student learning outcomes	Documentation
<u>Knowledge</u>			
FAB2_K02#	1. The student knows and understands the determinants of changes in team composition, including multi-generational teams 2. The student knows and understands the dilemmas and challenges of contemporary cross-generational cooperation 3. The student knows and understands the key economic, legal, ethical and cultural conditions of multi-generational teams	Presentation	Presentation
FAB2_K03#		Presentation	Presentation
FAB2_K04#		Project	Project
<u>Skills</u>			
FAB2_S04#	1. The student is able to speak English at the B2+ level in the area of team management 2. The student can manage individual and team learning	Presentation and project	Presentation and project
FAB2_S05#		Project	Project
<u>Social competences</u>			
FAB2_C01#	1. The student is ready to critically assess the acquired information and knowledge in team management 2. The student is ready to fulfil social obligation, including the social aspect of cross-generational cooperation	Project	Project
FAB2_C03#		Project	Project

17. Method for determining the final course grade:

No.	Methods for awarding credits and course completion requirements	Description	Percentage of the final course grade*
1.	Project	Research and analysis of multi-generational team - Classes	70
2.	Presentation	Presentation of selected aspect of multi-generational team management - lecture	30

* If students are required to obtain both a class grade and an exam grade, the class grade constitutes at least 30% of the final course grade.

18. Reading list

Mandatory readings: Buchanan, D., Huczynski, A. (2019). Organizational Behaviour. Pearson.

Suggested readings:

19. Language of instruction:

English

20. Course instructors' recommendations: