INTERNSHIP I, II, III PROGRAM IN THE FIELD OF MANAGEMENT FIRST-CYCLE PROGRAM

Semesters 2, 4, 5

Total: 480 hours* (3x160 hours)

Legal framework

1. The Act of 20 July 2018 Law on Higher Education (Journal of Laws, item 1668, as amended).

General information

- 1. According to the curriculum, students undertake three types of internship: I, II and III.
- 2. The internship is free and is undertaken in accordance with the curriculum in the **second**, **fourth** and **fifth** semester of study.
- 3. Students look for a place to undertake the internship on their own and the details of the internship are agreed with facility managers or they take advantage of the offers proposed by the University.
- 4. Students undertake the internship and submit documents confirming its completion in accordance with the schedule in force in the given semester, and announced on the University's website.
- 5. WSB University does not cover the costs of the internship.
- 6. Students are obliged to take out accident insurance for the duration of the internship.

Description of the internship

- 1. The internship involves 160 hours in each semester (semesters 2, 4, 5), in total 480 hours.
- 2. The internship may take place in business units (also in the form of own business activity), in public administration units, research units, non-governmental organizations, European Union institutions hereinafter referred to as "Company / Institution" if the nature of the student internship is relevant to the field of study.

The general objective of the internship

Opportunity to compare knowledge acquired during the study with practice in the area of company management, expanding it with the skills necessary in the process of company management. The internship allows the student to gain such practical experience and broaden knowledge that is necessary for the efficient practice of their profession.

The specific objectives of the internship

- to broaden knowledge gained during studies and develop skills to apply it,
- to familiarize the student with the specificity of the professional environment,
- to develop professional skills related to the place where the internship takes place,
- to develop the skills of effective communication in the organization,
- to learn about the functioning of the organizational structure, rules of work organization and division of competences, procedures, a work planning process and control,
- to improve the ability to organize one's own and team work, effective time management, conscientiousness, and responsibility for assigned tasks,
- to conduct empirical research for the thesis (refers to semester 5).

Tasks

- 1. To familiarize oneself with the mission, goals, strategy and organization of the enterprise (institution) where the internship is undertaken.
- 2. To familiarize oneself with the specificity of the business activity of the company (institution), its financial situation and the economic environment.
- 3. To familiarize oneself with the operational activity of an enterprise (institution) in relation to its specific departments (e.g. marketing, human resources, accounting, finance, planning, economic analysis departments, etc.) and its management.
- 4. To improve skills related to the specialization chosen by the student.
- 5. To familiarize oneself with the documentation of the organizational unit and recording the basic economic operations carried out by individual departments. Documentation workflow.

Dabrowa Górnicza, academic year 20.../20..., winter/summer semester* *circle as applicable

- 6. To familiarize oneself with the data registry system in the enterprise (institution) and its suitability for decision-making purposes.
- 7. To familiarize oneself with the organization of economic processes, organization of executive and managerial work in the enterprise (institution).
- 8. To familiarize oneself with the principles, methods, techniques and tools used in management.

Forms of activity during the internship

- 1. Meetings with managers and other employees.
- 2. Observation of the work of specialists in a given field.
- 3. The independent performance of tasks and duties delegated by managers or the company's internship tutor.
- 4. Participation in meetings and training.
- 5. Analysis of the organizational structure and documentation of the company.
- 6. Discussing problems related to the operation of the company.
- 7. Planning activities (carried out by the student).

Learning outcomes to be obtained by the student during the internship

1) Knowledge:

- The student has basic knowledge of management as a science;
- · The student has familiarized himself/herself with the regulations governing the functioning
- of the workplace where the internship takes place;
- The student has learned about the scope of activity of organizational units and positions where the internship takes place;
- The student has learned about the detailed tasks of people performing specific functions
- in the structure of the workplace and their mutual relationships;
- The student has familiarized himself/herself with the types of documents functioning
- in the workplace and the ways of filling them in;
- The student has broadened the knowledge of the field of study with a practical aspect

2) Skills:

- The student has the ability to apply theoretical knowledge about management in a specific functional area of the organization;
- The student can prepare their work site;
- The student can use the resources of the company necessary to perform work;
- The student can solve problems and tasks related to the work performed
- The student can not only observe, but also, if possible, actively participate in everyday works performed by specialists in their field;
- The student can apply theoretical knowledge and acquired skills in practice.

3) Social competences:

- The student is aware of the level of their knowledge and skills, understands the need for continuous professional and personal development.
- The student can evaluate their own competences and improve their skills by setting directions for their own development and education.
- The student can work in a team performing both tasks related to the implementation of imposed goals, as well as setting them and organization of the team work.
- The student is active and persistent in performing team activities.
- The student correctly identifies and resolves dilemmas related to the profession
- The student can think in an entrepreneurial way, is open to starting and conducting their own business activity and is ready to take up professional challenges.

The methods of verification of learning outcomes and assessment criteria.

Knowledge:

- observation of the student during the internship
- checking student's knowledge by the company's internship tutor on an ongoing basis;
- giving an opinion on and the assessment of the intern's knowledge by the company's internship tutor;
- preparing the student's internship report and its analysis.

Skills

- observation of the student during the internship;
- checking the student's skills by the company's internship tutor;
- giving an opinion on and the assessment of the intern's skills by the company's internship tutor;
- conclusions from the analysis of the student's internship report.

Social competences:

- observation of the student during the performance of tasks related to the internship program;
- checking social competences by the company's internship tutor and other employees from the workplace during the internship;
- giving an opinion on and the assessment of social competences by the company's internship tutor;
- analysis of the student's internship report;
- discussion with the student.

The mode, conditions and documentation of completing the internship

- 1. The internship must be properly documented.
- 2. The following forms of the internship are allowed:
 - the internship organized by the University the student takes advantage of the offer presented by the University;
 - the internship in the company declared by the student, provided that the nature of the work performed is consistent with the internship program relevant to the field of study;
 - employing a student in a company or completing an internship in a position corresponding to the internship program relevant to the field of study;
 - running your own business, if it is relevant to the internship program in a given field of study;
 - individual projects in the form of research and implementation works of the relevant department (in the case of the internship in the field of the general academic education profile).
- 3. The internship can be undertaken in the basic form or when the student works in a position relevant to the internship program, one can receive credit on the basis of professional work / conducting business activity/ undertaking other forms of activity.
- 4. The applicable documentation is provided below.

INTERNSHIP GUIDELINES & PROCEDURES

I) INTERNSHIP UNDERTAKEN IN A BASIC FORM				
Actions taken before undertaking the Internship	1) Before undertaking the Internship, the Student is obligated to submit the following documents to the Rector's Proxy for Student Internships • Internship Application Form (Annex 1) • Internship Agreement (Annex 2) - two copies • Information Clause Before undertaking the Internship, all necessary documents should be signed by the workplace Internship Supervisor and then approved by the Rector's Proxy for Student Internships.			
Actions taken after completing the Internship	 After completing the Internship, the Student is obligated to submit the following documents to the Rector's Proxy for Student Internships. Internship Application Form previously signed (Annex 1); Internship Agreement previously signed (Annex 2); Information Clause previously signed Internship Logbook signed by the workplace Internship Supervisor (Annex 3); Internship Report completed by the Internship Supervisor (Annex 4); Internship Report prepared by the student (Annex 5) 			
II) INTERNSHIP CREDITED ON THE BASIS OF EMPLOYMENT / CONDUCTING BUSINESS ACTIVITY / TAKING OTHER FORMS OF ACTIVITY				
Actions taken to receive credit for the activity declared as the equivalent of the internship	 The Student is obligated to submit the following documents the to the Rector's Proxy for Student Internships: Application for crediting the Internship based on employment/ business activity/undertaking other forms of activity (Annex 6) additional documents indicated in the application (the certificate of employment and the confirmation of professional duties/the volunteer certificate/ the confirmation of conducting business activity - CEIDG certificate, etc.) 			

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INTERNSHIP I, II, III APPLICATION FORM

(circle as applicable)

Address of residence:					
Register number:					
Mode of study: full-time / part-time * Program of study: First-cycle					
Field of study: MANAGEMENT					
Specialization:					
Year of study:					
Semester of study					
Student's phone number::					
Student's e-mail address:					
Internship details					
Duration of the internship: from to					
				Name of the department / organizational unit v	where the student will undertake the internship
				Stamp of the company / institution / facility *, of the student internship program.	which initially agreed to the student's undertaking
*circle as applicable					
After completing the internship					

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Employer description (legal form, industrial	Page try, the territorial scope of the activity):
Description of department(s), where the	e student intends to undertake the internship:
Nature of planned tasks and works (sub	ostantive, organizational and auxiliary works):
Knowledge to be acquired during the inte	
Skills to be acquired during the internship	
Social competences to be acquired during	or the internship (what will you learn?):
How is the place of practice relevant to	the internship program for a given field of study:
	(Student's signature)
	Student Internships to undertake the internship in ce chosen by the student
	•
(date)	(signature of the Rector's Proxy for Student Internships)

Information Clause:

- 1. WSB University with its registered office located in Dąbrowa Górnicza (postal code: 41-300), Zygmunta Cieplaka Street, number 1c, is the administrator of the personal data.
- 2. The function of Inspector for Personal Data at WSB University is performed by Martyna Kucharska-Staszel, who can be contacted at the University's registered office or via email: iod@wsb.edu.pl
- 3. The personal data shall be processed on consensual basis for the purpose of undertaking apprenticeship and it shall be entrusted to the apprenticeship organizer. The data shall not be disclosed to third parties.
- 4. The student has the right to demand the access to own personal data from the data administrator, as well as its rectification, removal, and limitation of processing as long as it is within the observation of the law. The student has also the right to raise objections, withdraw the agreement to process the data at any moment, unaffected by the processing law that was applied on the basis of the agreement before the withdrawal thereof.
- 5. In reference to the personal data of the students who do apprenticeship, the automatized decision making procedures shall not be applied, including the profiled one.
- 6. Every person to whom the data pertains, has the right to file a complaint to the Supervisory Authority (the President of the Office for the Protection of Personal Data), if one believes that the processing of the data concerning themselves shall Violation the resolutions of the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing directive 95/46/WE (General Data Protection Regulation).

Agreement:

- 1. I hereby agree for processing of my personal data by WSB University with its registered office in Dąbrowa Górnicza (postal code: 41-300), Zygmunta Cieplaka Street 1c, for the sake of needs necessary to carry out the admission process, and in the case of being approved for the first year of studies, for the sake of documenting the course of studies.
- 2. I shall voluntarily provide the personal data, and I thereby confirm that they are corresponding to the facts.

I have familiarized myself with the content of the information clause included in the Information Clause, including the information on the purpose and the means of processing personal data, as well as the rights regarding the access to one's own data and introduce the amendments thereof.

Place and date	(Student's signature)

AKADEMIA WSB ul. Cieplaka 1C 41-300 DĄBROWA GÓRNICZA Tel. (32) 262-28-05

Dabrowa	Górnicza,		 	
Dabrowa	Gornicza,		 	

Signature and stamp of the Director or an authorized person

INTERNSHIP AGREEMENT

he	Between WSB University, represented by the Rector dr hab. Zdzisława Dacko-Pikiewicz, prof. AWSB , hereinafter referred to as the University and						
••••		(name and address of the	ne workplace)				
he			esident/Director/Plant Manager				
 wa			and it reads as follows:				
1.	In the academic year 20/20 internship:	0, the University refers the	following student to the Workplace to undertake the				
S	tudent's name and surname	Address of residence	Study				
			Field: MANAGEMENT (first-cycle program)				
			Mode of study: full-time / part-time *				
			Year of study:				
			Semester of study:				
			Register no:				
2.	company work regulation regulations. b) appoint a company representation internship program. c) enable the Plenipotentic control over the student d) request the University to / she grossly violates wo the employer may preve	esentative (internship tutor) to ary for Student Internship to internship. o dismiss a student who has un ork discipline. If the violation int the student from continuing	•				
1.	Plenipotentiary for Student internship, is responsible for	internship, as a University rethe implementation of the inte	Il supervision over the course of internship. The epresentative, is the superior of students during the ernship program in accordance with its purpose, and is a internship together with the representative of the				
2.	The internship is unpaid.						
3.	. The University may, within its capabilities, inform the public via an Informant or other information channel that the Workplace supports students in obtaining higher education and at the same time thank them, on behalf of the Student, for enabling the internship, to which the Workplace agrees.						
4.	The Agreement has been mad	le in two identical copies, one	for each party.				
 Daa	tor's Provy for Student Internships						

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INTERNSHIP LOGBOOK/ INTERNSHIP I, II, III (circle as applicable)

The course and description of activities undertaken during the internship. Student's name and surname.... Register number:.... Specialization: Year of study, semester, mode of study: full-time / part-time (circle as applicable) Duration of the internship: from to Name and address of the workplace where the internship takes place Name of the department where the internship was undertaken...... Name of the supervisor on the part of the workplace. The register should contain a daily description of your activity in a given workplace (each day in a separate row of the table). What were your tasks? What problem, activity and function did you familiarize yourself with on a particular day? Sheets with tables should be as many as needed to describe all days of the internship. Workplace stamp

A company's internship tutor from a given workplace confirms, on an ongoing basis, the descriptions from particular days of the internship (in the last column of the table) and signs the entire register completed by the student on the last day of the internship.

date

signature and stamp of the workplace internship tutor

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Page	

Student's name and surname:
From to

day (dd/mm/yyyy)	Internship hours fromto	Number of hours on a given day	Specification of activities, work, tasks, duties and functions performed.	Confirmation (in the form of a signature and stamps) and the comments of the company internship tutor

This page of the internship register should be duplicated as many times as needed to describe all the days of the internship (one row of the table is used to describe internship completed within one day only)

THE REPORT ON THE COMPLETION OF INTERNSHIP I, II, III (circle as applicable)

(completed by the company's internship tutor)

INTERNSHIP I, II, III (circle as applicable)

		IN THE FIELD OF MANAGEMENT FIRST-CYCLE PROGRAM (3x160 hours)	s)			
	Student's name and surname:					
	I	Name and address of the institution / facility	•••••			
]	Duration of the internship from to				
	1	Name and surname of the company's internship tutor				
			Please			
		Confirmation of the learning outcomes achieved	yes, n			
	1)	The student has basic knowledge of management as a science;				
1	2)	The student has familiarized themselves with the regulations governing the functioning of the workplace where the				
	3)	internship takes place; The student has learned about the scope of activity of organizational units and positions where the internship takes place;				
	4)	The student has learned about the detailed tasks of people performing specific functions in the structure of the workplace and their mutual relationships;				
	5)	The student familiarized himself/herself with the types of documents functioning on the workplace and the ways of filling them in:				
	6)	The student has broadened the knowledge of the field of study with a practical aspect.				
	1)	The student has the ability to apply theoretical knowledge about management in a specific functional area of the organization;				
	2)	The student can prepare their work site;				
	3)	The student can use the resources of the company necessary to perform work;				
	4)	Student can solve problems and tasks related to the work performed;				
	5)	The student can not only observe, but also, if possible, actively participate in everyday works performed by specialists in their field;				
	6)	The student can apply theoretical knowledge and acquired skills in practice.				
	1)	The student is aware of the level of their knowledge and skills, understands the need for continuous professional and personal development.				
	2)	The student can evaluate their own competences and improve their skills by setting directions for their own development and education.				
	3)	The student can work in a team performing both tasks related to the implementation of imposed goals, as well as setting them and organization of the team work.				
SOCIAL COMFETENCES	4)	The student is active and persistent in performing team activities.				
	5)	The student correctly identifies and resolves dilemmas related to the profession.				
מ	6)	The student can think in an entrepreneurial way, is open to starting and conducting their own business activity, is ready to take up professional challenges.				
	(Grade obtained during the internship* (in digits: 2,0; 3,0; 3,5; 4,0; 4,5; 5,0 – - please enter with a digit after the comma				
			,			
	•	Date Signature and stamp of the company's internship tutor				

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1.		ow do you assess formal student internship documents? (you can mark any number of
		Swers)
		The documents are clear
		The documents are incomprehensible
		Filling in the documents is time-consuming
		In my opinion, the number of documents is too large
		Documents need to be supplemented due to:
2		
2.		ow do you assess the duration of your student internship (160 hours)? (please tick one
		swer)
		The internship involves too few hours, I believe that it should takehours.
		The internship involves too many hours, I believe that it should takehours.
		The number of hours of the internship is sufficient
3.		you think that the course of the student internship is appropriate?
		- ··
		No, the internship is too early
		No, the internship is too late
		I do not know
4.		you think thatinternship has an impact on student professional activity?
		Definitely yes
		Probably yes
		I do not know
		Probably not
		Definitely not
5.	Wl	nat did the student have the biggest problems with:
	• • •	
6.	Tal	king into account the list of learning outcomes that the student was supposed to nieve during the internship, which you would change, remove or add? Knowledge, what?
		Skills, which ones?
		Skins, which ones:
		Social competences, which ones?
7.	Do	you agree to accept students of WSB University in the future?
		Yes
		No
		I do not know
		Signature and stamp of the company internship tutor

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CRITERIA FOR THE COMPLETION OF THE STUDENT INTERNSHIP IN THE FIELD OF MANAGEMENT AT WSB UNIVERSITY

Grade 5.0 (very good)

is received by a student who, during the internship:

- has a high level of knowledge in their field of study,
- can effectively use their knowledge in the field of study and apply it in practice successfully,
- shows a perfect ethical attitude and exemplary conduct towards employees and other stakeholders of the institution.
- can work very effectively in a team,
- analyzes, in a full and factual way, problems and documentation related to the activities of a given institution,
- sets a plan of action very efficiently, including modifications to the action in problem situations,
- performs tasks planned by the company's internship tutor perfectly, independently and efficiently,
- undertakes activities specified and assigned by the company's internship tutor and shows own initiative and exemplary commitment,
- is creative in action and has interpersonal and communication skills.

Grade 4.5 (good plus)

is received by a student who, during the internship, has partially satisfied the criteria for obtaining grade 5.0 (very good).

Grade 4.0 (good)

is received by a student who, during the internship:

- has a satisfactory level of knowledge in their field of study,
- can effectively use their knowledge in their field of study and apply it successfully in practice,
- shows an appropriate ethical attitude and proper behavior towards employees and other stakeholders of the institution,
- can work efficiently in a team,
- analyzes the problems and documentation related to the activity of the institution sufficiently well,
- sets a plan of action efficiently, including modifications to the action problem situations,
- performs tasks planned by the company's internship tutor correctly, independently and efficiently,
- undertakes activities specified and assigned by the company's internship tutor

Grade 3.5 (satisfactory plus)

is received by a student who, during the internship, has partially satisfied the criteria for obtaining grade 4.0 (good).

Grade 3.0 (satisfactory)

is received by a student who, during the internship:

- has a small amount of knowledge in their field of study,
- can use their knowledge of their field of study sufficiently and apply it in practice if assisted by the company's internship tutor,
- shows an appropriate ethical attitude and appropriate behavior towards employees and other stakeholders of the institution,
- can work in a team.
- analyzes problems and documentation related to the activities of a given institution after receiving guidance from the company's internship tutor.
- sets a plan of action including modifications to the action in problem situations with the help of a company's internship tutor,
- performs tasks planned by the company's internship supervisor only when he/she cooperates with the tutor and receive his/her instructions,
- undertakes activities specified by the company's internship tutor.
- is interested in broadening knowledge and improving the efficiency of their action,
- work, is limited to implementing the instructions of the company's internship tutor.

Grade 2.0 (unsatisfactory)

is received by a student who, during the internship:

- has a very small amount of knowledge in their field of study,
- is unable to use their knowledge of their field of study and does not have the ability to do practical work even when the company's internship tutor helps them,
- shows an inadequate ethical attitude and inappropriate behavior towards employees and other stakeholders of the institution,
- cannot work in a team,
- cannot analyze problems and documentation related to the activities of a given institution, and even after receiving guidance from the company's internship tutor,
- does not set a plan of action including modifications to the action in problem situations and is limited to the implementation of the instructions of the company's internship tutor,
- performs tasks assigned incorrectly even when he/she cooperates with the tutor and receives his/her instructions,
- performs tasks assigned incorrectly even in cooperation with and with instructions from the company's internship tutor,
- is not interested in broadening their knowledge and improving the efficiency of their action,
- at work, is limited to implementing the instructions of the company's internship tutor.

Annex 5

STUDENT'S REPORT ON INTERNSHIP I, II, III - E-SURVEY

(circle as applicable)

Please attach a printout of the questionnaire which has been previously filled in by the student in an electronic version to the documentation confirming the completion of **INTERNSHIP I, II, III** (circle as applicable).

The questionnaire can be found at: https://badania.wsb.edu.pl/index.php?r=survey/index&sid=682574&lang=en

Field: MANAGEMENT, FIRST-CYCLE PROGRAM

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(student's name and surname, register number)	Dąbrowa Górnicza,
(specialization)	
(phone number and e-mail address)	
Mode of study: full-time/ part-time* Program of study: first-cycle Year of study, semester Name and surname of the Supervisor:	
APPLICATION FOR CREDIT F (circle as a ON THE BASIS OF EMPLOYMENT/CONDUCTING OF ACT	pplicable) B BUSINESS ACTIVITY / TAKING OTHER FORMS
To the I	Rector's Proxy for Student Internships
I request credit for the internship I, II, III (circle as applical	ble) completed in (company's name, address)
In the form of*: - employment under an indefinite duration employment employment under a fixed-term employment contract - employment under a civil law contract - conducting business activity - volunteer work - undertaking different activity relevant to the field	of study (which?)
which I confirm with the documents enclosed**	
I enclose:	
1	
The date of commencing and finishing the internship / volu	unteer work / work * from to
* circle as applicable ** it can be a contract of employment / certificate of employment and internship together with the internship program; a certificate of volunte activity- a CEIDG certificate, etc. Only copies of documents confirmed as	eer work and tasks performed, the confirmation of conducting business
The topic of a Bachelor thesis (it applies only to semester 5)	
* circle as applicable	
I agree to recognize the student's activit	ty as an equivalent of the Internship I, II, III
(date) (Supervisor's signature)*** *** Supervisor's signature is required only when the student gathers materials necessary to write a Bachelor thesis during the internship in semester 5.	(date) (signature of the Rector's Proxy for Student Internships)

WSB University

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WSB University Field: MANAGEMENT, FIRST-CYCLE PROGRAM

Description of the employer (legal form, branch, territorial scope of the activity):	
	vious* position (s):
The nature of the tasks and works perform	led (substantive, organizational and auxiliary works):
Knowledge acquired during work (what have	
Skills acquired during work (what have you l	earned?)·
Social competences acquired during work	
How is professional experience/busines given field of study:	ss activity relevant to the internship program in the
	(student's signature)
I confirm the description of the student's professiona	al work
place, date	