

<b>STUDY MODULE DESCRIPTION FORM</b>		
Name of the module/subject <b>Psychology of Management</b>		Code <b>1011102321011105001</b>
Field of study <b>Management - Full-time studies - Second-cycle</b>	Profile of study (general academic, practical) <b>(brak)</b>	Year /Semester <b>1 / 2</b>
Elective path/specialty <b>Quality Systems and Ergonomics</b>	Subject offered in: <b>Polish</b>	Course (compulsory, elective) <b>obligatory</b>
Cycle of study: <b>Second-cycle studies</b>	Form of study (full-time, part-time) <b>full-time</b>	
No. of hours Lecture: <b>15</b> Classes: <b>15</b> Laboratory: <b>-</b> Project/seminars: <b>-</b>		No. of credits <b>2</b>
Status of the course in the study program (Basic, major, other) <b>(brak)</b>		(university-wide, from another field) <b>(brak)</b>
Education areas and fields of science and art <b>social sciences</b> <b>Social sciences</b>		ECTS distribution (number and %) <b>2 100%</b> <b>2 100%</b>
<b>Responsible for subject / lecturer:</b> dr Maria Tarniowa-Bagieńska email: maria.tarniowa-bagieska@put.poznan.pl tel. +48 61 665 3406 Wydział Inżynierii Zarządzania ul. Strzelecka 11 60-965 Poznań		<b>Responsible for subject / lecturer:</b> mgr Paulina Siemieniak email: paulina.siemieniak@put.poznan.pl tel. +48 61 665 3415 Wydział Inżynierii Zarządzania ul. Strzelecka 11 60-965 Poznań
<b>Prerequisites in terms of knowledge, skills and social competencies:</b>		
1	<b>Knowledge</b>	Basic knowledge of human behavior and management
2	<b>Skills</b>	Ability for searching valuable information. Reading research articles and reports with understanding. Ability to use existing knowledge and its application in a new perspective. Basic principles of working in a group and writing a project reports.
3	<b>Social competencies</b>	Awareness of the need for life-long learning to update and broaden ones knowledge and skills; ability to work in teams.
<b>Assumptions and objectives of the course:</b> The course is dealing with problems complexity in human performance. The objective of the course is to develop skill on human factors research for organizational behavior and behavior modification.		
<b>Study outcomes and reference to the educational results for a field of study</b>		
<b>Knowledge:</b>		
1. Student knows and understands principles of behavior modification - [K2A-W01; K2A-W06] 2. Student has structured and theoretically founded knowledge for nature organizational conflicts - [K2A-W01; K2A-W06] 3. Student has knowledge and understands the role of personnel management - [K2A-W01; K2A-W06] 4. Student knows motivational basic of organizational behavior - [K2A-W01; K2A-W06] 5. Student has knowledge for organizational stress and individual strain and knows a social - psychological study of risk factors - [K2A-W01; K2A-W06]		
<b>Skills:</b>		
1. Student can use psychological knowledge in human resources management - [K2A-U06; K2A-U07] 2. Student can describe important aspects of the efficient activity and some social determinants - [K2A-U03; K2A-U01] 3. Student can describe important aspects of the interpersonal communication and competence - [K2A-U08] 4. Student can analyse basic problems resulting from account man - environment of work - [K2A-U02]		
<b>Social competencies:</b>		
1. Student understands the need for teamwork in solving theoretical and practical problems - [K2A-K02] 2. Student understands the different roles in a teamwork and the need for information and knowledge exchange in a group work - [K2A-K03; S2A-K06] 3. Student understands the need for a systematic deepening and broadening his/her competences - [K2A-K01]		

<b>Assessment methods of study outcomes</b>		
1. Subjects logbook containing brief description of all class activities - prepared individually, but attached to a teams report (60 %)		
2. Team report containing a concise analysis of selected aspect of the human resources management (40 %)		
3. Continuous monitoring of student cooperation and their pro-active stance in gaining skills and knowledge.		
<b>Course description</b>		
-Leadership. Man and functions -Human needs in organizational setting -Psychological models of leadership effectiveness -Theory of work motivation -Job attitudes, job satisfaction, personal values - individual differences -Management communication -Resolving conflict of stress, organizational stress and individual strain -Problem of responsibility of management for solution organizational preventing to negative results of stress i work -Emotional intelligence.		
<b>Basic bibliography:</b>		
1. Psychologia w zarządzaniu; Tamiowa-Bagieńska M., Siemieniak P., Wyd. Politechniki Poznańskiej, 2010		
2. Psychologia organizacji, Jachnis A, Difin, Warszawa, 2008		
3. Komunikacja między ludźmi. Motywacja, wiedza i umiejętności, Morreale S.P., B.H. Spitzberg, J.K. Barge, PWN, Warszawa, 2008		
4. Psychologia a wyzwania dzisiejszej pracy, Schultz D.P., S.E. Schultz, PWN, Warszawa, 2002		
<b>Additional bibliography:</b>		
1. Psychologia zarządzania, Bartkowiak G.,Poznań,1997		
2. Psychologia organizacji i zarządzania, TerelakJ., F., Warszawa, 2005		
<b>Result of average student's workload</b>		
<b>Activity</b>	<b>Time (working hours)</b>	
1. Participitation in lectures	15	
2. Participitation in tutorials	15	
3. Consultation with the lecturer	10	
4. Preparing for tutorials	10	
5. Preparing for credit	10	
6. Credit for a course	4	
<b>Student's workload</b>		
<b>Source of workload</b>	<b>hours</b>	<b>ECTS</b>
Total workload	64	2
Contact hours	44	1
Practical activities	15	1