

| STUDY MODULE DESCRIPTION FORM | | |
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| Name of the module/subject Psychology of Management | | Code 1011102321011155001 |
| Field of study Engineering Management - Full-time studies - | Profile of study (general academic, practical) general academic | Year /Semester 1 / 2 |
| Elective path/specialty Enterprise Management | Subject offered in: Polish | Course (compulsory, elective) obligatory |
| Cycle of study: Second-cycle studies | Form of study (full-time, part-time) full-time | |
| No. of hours Lecture: 15 Classes: 15 Laboratory: - Project/seminars: - | | No. of credits 2 |
| Status of the course in the study program (Basic, major, other) other | | (university-wide, from another field) university-wide |
| Education areas and fields of science and art social sciences | | ECTS distribution (number and %) 2 100% |
| Responsible for subject / lecturer: dr Paulina Siemieniak email: paulina.siemieniak@put.poznan.pl tel. +48 61 665 3415 Wydział Inżynierii Zarządzania ul. Strzelecka 11 60-965 Poznań | | |
| Prerequisites in terms of knowledge, skills and social competencies: | | |
| 1 | Knowledge | Basic knowledge of human behavior and management |
| 2 | Skills | 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 | Social competencies | Awareness of the need for life-long learning to update and broaden ones knowledge and skills; ability to work in teams. |
| Assumptions and objectives of the course: 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. | | |
| Study outcomes and reference to the educational results for a field of study | | |
| Knowledge: | | |
| 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] | | |
| Skills: | | |
| 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] | | |
| Social competencies: | | |
| 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] | | |

| Assessment methods of study outcomes | | |
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| 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. | | |
| Course description | | |
| -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. | | |
| Basic bibliography: | | |
| 1. Psychologia w zarządzaniu; Tarniowa-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 | | |
| Additional bibliography: | | |
| 1. Psychologia zarządzania, Bartkowiak G., Poznań, 1997 2. Psychologia organizacji i zarządzania, Terelak J., F., Warszawa, 2005 | | |
| Result of average student's workload | | |
| Activity | Time (working hours) | |
| 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 | |
| Student's workload | | |
| Source of workload | hours | ECTS |
| Total workload | 64 | 2 |
| Contact hours | 44 | 1 |
| Practical activities | 49 | 1 |