

STUDY MODULE DESCRIPTION FORM		
Name of the module/subject Psychology of work		Code 1011102121011126467
Field of study Safety Engineering - Full-time studies - Second-	Profile of study (general academic, practical) (brak)	Year /Semester 1 / 2
Elective path/specialty Ergonomics and Work Safety	Subject offered in: Polish	Course (compulsory, elective) elective
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 4
Status of the course in the study program (Basic, major, other) (brak)		(university-wide, from another field) (brak)
Education areas and fields of science and art		ECTS distribution (number and %)
Responsible for subject / lecturer: dr Joanna Sadłowska-Wrzesińska email: joanna.sadlowska-wrzesinska@put.poznan.pl tel. +48 61 665 3364 Faculty of engineering management Strzelecka Street 11, 60-965 Poznań		
Prerequisites in terms of knowledge, skills and social competencies:		
1	Knowledge	Student has basic knowledge of ergonomics and occupational safety.
2	Skills	Student has the ability to think logically and use their knowledge.
3	Social competencies	Student demonstrates a cognitive openness to the humanistic aspects of occupational safety.
Assumptions and objectives of the course: The aim of the course is to gain knowledge and skills in shaping better organization of the company and its efficiency. In addition, prevention of certain occupational diseases and accidents at work, as well as motivation - towards pro-safe behaviors.		
Study outcomes and reference to the educational results for a field of study		
Knowledge:		
1. Student is familiar with the current problems of work and organization psychology - [K2A-W03] 2. Student knows basics of behaviors of individuals and groups - [K2A-W20] 3. Student has knowledge about various manifestations of pathology of work - [K2A-W01] 4. Student knows traditional and innovative methods of shaping psychosocial well-being at work - [K2A-W17; K2A-W18]		
Skills:		
1. Student can diagnose occupational risks of psychosocial nature - [K2A-U15] 2. Student uses acquired knowledge to build quality improvement programs at work - [K2A-U10; K2A-U16] 3. Student can design and implement basic motivational techniques for safe behavior - [K2A-U01]		
Social competencies:		
1. Student is aware of his role in shaping the safety culture at work - [K2A-K04] 2. Student shows active attitude in teamwork - [K2A-K03] 3. Student understands the need for lifelong learning - [K2A-K01]		
Assessment methods of study outcomes		

<ul style="list-style-type: none"> - team work, problem solving (on assessment) - bonus activity - panel discussions, simulation of expert debates - written test on basic concepts and problems of contemporary work psychology (after lectures) 		
Course description		
<ul style="list-style-type: none"> - The role of work in human life (historical context of work development, socioeconomic aspect of work, work as value and chance of self-realization, dysfunctions of work). - The association of occupational psychology with health and safety management (energy and regulatory aspects of work, the basis of individual behavior, attribution theory, improvement of quality and productivity, learning in organization, management of diversity). - Motivation and engagement (most important motivational theories, cultural aspect of motivation, non-pay motivation techniques, employee impact on quality and safety of work). - Behaviors in the organization (basics of group behavior, leadership, conflict, negotiation / mediation). - Pathologies in the work environment (escalation of occupational stress and related consequences, mobbing, discrimination, harassment, professional burnout, workaholism). - Organizational innovations to improve working life (definition of employee wellbeing, quality of life at work, BBS, CSR, social dialogue). - Psychosocial aspects of shaping a safety culture. 		
Basic bibliography:		
<ol style="list-style-type: none"> 1. Sadłowska-Wrzesińska J., Zagrożenia psychospołeczne w środowisku pracy, [w]: Lewicki L., Sadłowska-Wrzesińska J., Istotne aspekty BHP, Wydawnictwo WSL, Poznań 2014. 2. Ratajczak Z., Psychologia pracy i organizacji, Wydawnictwo Naukowe PWN, Warszawa 2008. 3. Zimbardo Ph., Gerrig R., Psychologia i życie, Wydawnictwo Naukowe PWN, Warszawa 2016. 		
Additional bibliography:		
<ol style="list-style-type: none"> 1. Terelak J.F., Psychologia organizacji i zarządzania, Wydawnictwo Difin, Warszawa 2005. 2. Litzcke S., Schuh H., Stres, mobbing, wypalenie zawodowe, GWP, 2007 3. Kozioł L., Motywacja w pracy. Determinanty ekonomiczno-organizacyjne, PWN, Warszawa, 2002. 4. Bańka A., Psychologia pracy, [w]: Psychologia. Podręcznik akademicki t.3, red. Strelau J., GWP, Gdańsk, 2000. 5. Tarniowa-Bagińska M., Siemieniak P., Psychologia w zarządzaniu, Wyd. Politechniki Poznańskiej, 2010 		
Result of average student's workload		
Activity	Time (working hours)	
1. lectures	15	
2. classes	15	
3. consultations	30	
4. individual work	30	
Student's workload		
Source of workload	hours	ECTS
Total workload	90	4
Contact hours	60	3
Practical activities	45	1