

| <b>STUDY MODULE DESCRIPTION FORM</b>   |   |  |
|--|---|--|
| Name of the module/subject<br><b>Psychology of Management</b>  |   | Code<br><b>1011105221011105001</b>   |
| Field of study<br><b>Engineering Management - Part-time studies -</b>  | Profile of study (general academic, practical)<br><b>(brak)</b> | Year /Semester<br><b>1 / 2</b>   |
| Elective path/specialty<br><b>Production and Operations Management</b>   | Subject offered in:<br><b>Polish</b>                            | Course (compulsory, elective)<br><b>obligatory</b>   |
| Cycle of study:<br><b>Second-cycle studies</b>   | Form of study (full-time, part-time)<br><b>part-time</b>        |  |
| No. of hours<br>Lecture: <b>16</b> Classes: <b>-</b> Laboratory: <b>-</b> Project/seminars: <b>-</b>   |   | No. of credits<br><b>2</b>   |
| Status of the course in the study program (Basic, major, other)<br><b>(brak)</b>   |   | (university-wide, from another field)<br><b>(brak)</b>   |
| Education areas and fields of science and art  |   | ECTS distribution (number and %)   |
| <b>Responsible for subject / lecturer:</b><br>dr Paulina Siemieniak<br>email: Paulina.siemieniak@put.poznan.pl<br>tel. +48 61 665 34 15<br>Wydział Inżynierii Zarządzania<br>ul. Strzelecka 11, 60-965 Poznań  |   | <b>Responsible for subject / lecturer:</b><br>dr Maria Tarniowa-Bagieńska<br>email: maria.tarniowa-bagienska@put.poznan.pl<br>tel. +48 61 665 34 06<br>Wydział Inżynierii Zarządzania<br>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 grup and writing a project reports. |
| 3  | <b>Social competencies</b>                                      | Awereness 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><br>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 modifycation - [K2A-W01; K2A-W06]<br>2. Student has structured and theoretically founded knowledge for nature organizational conflicts - [K2A-W01; K2A-W06]<br>3. Student has knowledge and understands the role of personnel management - [K2A-W01; K2A-W06]<br>4. Student knows motivational basic of organizational behavior - [K2A-W01; K2A-W06]<br>5. Student has knowledge for organizational stress and indyvidual 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]<br>2. Student can describe important aspects of the efficient activity and some social determinants - [K2A-U03; K2A-U01]<br>3. Student can describe important aspects of the interpersonal communication and competence - [K2A-U08]<br>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]<br>2. Student understands the different roles in a teamwork and the need for information and knowledge exchange in a grup work - [K2A-K03; S2A-K06]<br>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<br>2. Team report containing a concise analysis of selected aspect of the human resources management<br>3. Continuous monitoring of student cooperation and their pro-active stance in gaining skills and knowledge.<br><br>Forming assessment: based on the answers to questions about the material discussed in previous lectures<br>Summary assessment: 1) pass written in the form of a test 2) activity assessment      |                      |      |
| <b>Course description</b>   |                      |      |
| -Leadership. Man and functions<br>-Human needs in organizational setting<br>-Psychological models of leadership effectiveness<br>-Theory of work motivation<br>-Job attitudes, job satisfaction, personal values - individual differences<br>-Management communication<br>-Resolving conflict of stress, organizational stress and individual strain<br>-Problem of responsibility of management for solution organizational preventing to negative results of stress i work<br>-Emotional intelligence.<br><br>Didactic methods:<br>Problem solving, lecture |                      |      |
| <b>Basic bibliography:</b>  |                      |      |
| 1. Psychologia w zarzadzaniu, Tarniowa- Bagieńska M, Siemieniak P. Wyd. Politechnikiej Poznańskiej, 2010<br>2. Psychologia organizacji, Jachnis A., Difin, Warszawa 2008<br>3. Psychologia a wyzwania dzisiejszej pracy, Schultz D.P., Schultz S.E., PWN, Warszawa 2002   |                      |      |
| <b>Additional bibliography:</b>   |                      |      |
| 1. Psychologia organizacji i zarzadzania, Terelak J. F., Difin, Warszawa, 2005<br>2. Wywieranie wpływu na ludzi. Teoria i praktyka, Cialdini R. B., GWP, Gdańska, 2014  |                      |      |
| <b>Result of average student's workload</b>   |                      |      |
| Activity  | Time (working hours) |      |
| 1. Participation in lectures  | 16                   |      |
| 2. Consultation with the lecturer   | 10                   |      |
| 3. Preparing for credit   | 10                   |      |
| 4. Credit for a course  | 4                    |      |
| 5. Literature studying  | 10                   |      |
| <b>Student's workload</b>   |                      |      |
| Source of workload  | hours                | ECTS |
| Total workload  | 50                   | 2    |
| Contact hours   | 30                   | 1    |
| Practical activities  | 0                    | 0    |