COURSE DESCRIPTION CARD - SYLLABUS

Course name
Work psychology

Course

Field of study	Year/Semester
Safety engineering	1/1
Area of study (specialization)	Profile of study
Security and Crisis Management	general academic
Level of study	Course offered in
Second-cycle studies	Polish
Form of study	Requirements
full-time	elective

Number of hours

Lecture	Laboratory classes	Other (e.g. online)
15	0	0
Tutorials	Projects/seminars	
15	0	

Number of credit points
1

Lecturers

Responsible for the course/lecturer:

dr hab. Joanna Sadłowska-Wrzesińska

Institute of Safety Engineering

 Risk and Quality Management Department

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Responsible for the course/lecturer:

dr inż. Żaneta Nejman

email: zaneta.nejman@gmail.com

Prerequisites
The student has basic knowledge of ergonomics and work safety, logical thinking skills and the use of knowledge. The student demonstrates cognitive openness to humanistic aspects of safety at work.

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Course objective

Acquiring knowledge and skills in shaping a better organization of the enterprise and its efficiency, preventing pathologies of the modern work environment as well as motivating to safe attitudes and behaviors, especially in the face of difficult and crisis situations.

Course-related learning outcomes

Knowledge

- an unchecked error!

should be: - The student knows and understands the role of man in ensuring reliability in the human-technical object system P7S_WK_04

Skills

- The student is able to properly select the sources and information derived from them, make a critical analysis and synthesis of this information, formulate conclusions and comprehensively justify the opinions used in occupational psychology in connection with issues of safety engineering P7S_UW_01

- The student is able to notice and formulate systemic, non-technical, socio-technical, organizational aspects in engineering tasks. P7S_UW_03

- Student is able to make a critical analysis of the functioning of individual organizational subsystems taking into account deficits in the field of psychosocial security foundations P7S_UW_06

- Student is able to plan and conduct experiments, including computer measurements and simulations, interpret obtained results, draw conclusions and develop interpretations in relation to the characteristics of difficult and crisis situations P7S_UO_01

Social competences

- The student is aware of the recognition of cause and effect relationships in the implementation of organizational goals and tasks, taking into account the achievements of work psychology P7S_KK_01

- The student is aware of the recognition of the importance of humanities in solving problems in the field of security engineering and continuous improvement in the work environment P7S_KK_02

- The student is aware of the responsibility for their own work and readiness to work in interdisciplinary teams P7S_KR_02

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

forming assessment:

- knowledge is verified by short tests after the third and fifth didactic unit - problem tasks;

- social skills and competences are verified by issuing partial grades resulting from: working in teams (taking responsibility for decisions made); rewarding activity; independent problem solving.

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Summative rating:

- knowledge is verified by a written test on the basic concepts and problems of contemporary work psychology; passing threshold - 50% + 1;

exercises - average of partial grades.

Programme content

1. The role of work in human life (historical context of work development, socioeconomic aspect of work, work as a value and chance of self-realization, work dysfunctions). 2. The relationship between work psychology and crisis management - the basics of individual behavior, attribution theory, improving quality and performance, learning in the organization, diversity management). 3. Motivation and commitment (the most important theories of motivation, the cultural nature of motivation, non-pay motivation techniques, from motivation to commitment - the impact of employee attitudes on the quality and safety of work performed). 4. Behaviors in the organization (basics of group behavior, leadership, conflict, negotiation / mediation). 5. Pathologies in the work environment (escalation of occupational stress and related consequences). 6. Mobbing and discrimination in the changing conditions of the modern labor market. 7. Organizational innovations to improve life at work (definition of employee well-being, programs to improve the quality of life at work, BBS, CSR, social dialogue).

Teaching methods

lecture

- informative lecture, conversational lecture,

exercises

- displaying methods (film, show), panel discussion, simulating expert debates, case study, brainstorming.

Bibliography

Basic

1. Sadłowska-Wrzesińska J., Lewicki L., Podstawy bezpieczeństwa i zdrowia w pracy, Wydawnictwo WSL, Poznań 2018.

2. Zimbardo Ph., Gerrig R., Psychologia i życie, Wydawnictwo Naukowe PWN, Warszawa 2016.

3. Ratajczak Z., Psychologia pracy i organizacji, Wydawnictwo Naukowe PWN, Warszawa 2008.

4. Sadłowska-Wrzesińska J., Nejman Ż., Gabryelewicz I., Kultura bezpieczeństwa pracy w roli czynnika motywacyjnego - analiza różnic płciowych, Przedsiębiorczość i Zarządzanie, t. 18, z. 6, cz. 1, 2017.

Additional

1. Terelak J.F., Psychologia organizacji i zarządzania, Wydawnictwo Difin, Warszawa 2005.

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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. J.Strelau, GWP, Gdańsk, 2000.

5. Tarniowa-Bagieńska M., Siemieniak P., Psychologia w zarządzaniu, Wyd. Politechniki Poznańskiej, 2010.

Breakdown of average student's workload

	Hours	ECTS
Total workload	45	1,0
Classes requiring direct contact with the teacher	30	0,5
Student's own work (literature studies, preparation for laboratory classes/tutorials, preparation for tests/exam, project preparation) [1]	15	0,5

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[1] delete or add other activities as appropriate