POZNAN UNIVERSITY OF TECHNOLOGY

EUROPEAN CREDIT TRANSFER AND ACCUMULATION SYSTEM (ECTS)

pl. M. Skłodowskiej-Curie 5, 60-965 Poznań

COURSE DESCRIPTION CARD - SYLLABUS

Course name
Psychology of Management

Course

Field of study
Engineering Management

Year/Semester
1/2

Area of study (specialization)

Profile of study
general academic

Level of study
Second-cycle studies

Course offered in
polish

Form of study
part-time

Requirements
compulsory

Number of hours

Lecture
8

Laboratory classes

Other (e.g. online)

Tutorials
8

Projects/seminars

Number of credit points

2

Lecturers

Responsible for the course/lecturer:
dr Paulina Siemieniak

Responsible for the course/lecturer:

Prerequisites
The student starting this subject should be familiar with the basic concepts of social behavior mechanisms, have the ability to perceive, associate and interpret basic phenomena occurring in social relations, be aware of the importance of psychological mechanisms in professional and private life

Course objective
The goal is to develop skills: explaining and predicting social behavior in the organization, including shaping and leading teams; resisting group influence; persuasion and shaping attitudes; motivation; shaping desirable social relationships.

Course-related learning outcomes
Knowledge
The student has expanded knowledge about the subject of contextual sciences in relation to management sciences and ergological sciences and the research methods used in them, as well as about common and specific conceptual apparatus in relation to management sciences and technical sciences [P7S_WG_04]

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The student has in-depth knowledge of the nature of management sciences and their place, and relationships with contextual and ergological sciences [P7S_WG-08]

The student has expanded knowledge about the role of man in shaping organizational culture and ethics in management [P7S_WG_09]

Skills

The student is able to use theoretical knowledge to describe and analyze the causes and course of social processes and phenomena, and is able to form their own opinions and select data and methods of analysis critically [P7S_UW_01]

The student has the ability to understand and analyze social phenomena, extended by the ability to deepen theoretical assessment of these phenomena in selected areas, using the research method [P7S_UW_05]

The student is able to correctly interpret and explain social (cultural, political, legal, economic) phenomena and mutual relations between social phenomena [P7S_UW_06]

The student is able to properly analyze the causes and course of social processes and phenomena, formulate their own opinions on this subject and put simple research hypotheses and verify them [P7S_UW_07]

The student is able to bear responsibility for their own work and tasks carried out jointly and manage team work [P7S_UO_01]

Social competences

The student is able to see the cause-and-effect relationships in achieving the set goals and rank the importance of alternative or competitive tasks [P7S_KK_02]

The student is able to make substantive contribution to the preparation of social projects and manage projects resulting from these projects [P7S_KO_01]

The student is able to initiate activities for social projects [P7S_KO_02]

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Formative assessment: a) tutorials: based on presentations, evaluation of current progress in task implementation, b) lectures: based on answers to questions about the material discussed in previous lectures

Summative assessment: a) tutorials: based on written test in the form of open questions, b) lectures: 1) written test in the form of a test 2) assessment of activity

Programme content

- Psychological knowledge about the behavior of people in the organization - personality, temperament, emotional intelligence; situational determinants of behavior;

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- Leadership in organization - essence, concepts, styles; influence in the organization - rules and tactics

- Creating conditions for effective use of employees' potential as the essence of managerial activity, methods of diagnosing personality conditions and team roles

-Motivation as a function - the concept of motivation, theories, general recommendations for motivating employees,

- Mechanisms disrupting the work of teams: group thinking syndrome, facilitation and social idleness, group decision making, conformism, strength of social roles

-Communication in organization; argumentation, persuasion, self-presentation, constructive feedback, principles of assertive communication

-Organizational sources of conflicts, integrative behaviors, creative conflict resolution

-Stress at work - conditions, sources, effects, coping with stress, stress and work efficiency

Teaching methods

- informative lecture, problem lecture, seminar lecture

- staging method, simulation method, didactic games: simulation, decision-making, psychological, workshop metho

Bibliography

Basic

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

1. Mosty zamiast murów. Podręcznik komunikacji interpersonalnej, Stewart J., PWN, Warszawa, 2017

2. Psychologia organizacji i zarządzania, TerelakJ., F., Warszawa, 2005

3. Wpływ społeczny w organizacji, Kożusznik B., Polskie Wydawnictwo Ekonomiczne, Warszawa, 2005

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Breakdown of average student's workload

	Hours	ECTS
Total workload	40	2,0
Classes requiring direct contact with the teacher	16	1,0
Student's own work (literature studies, preparation for tutorials, preparation for test) [1]	24	1,0

[1] delete or add other activities as appropriate