



COURSE DESCRIPTION CARD - SYLLABUS

Course name

Leadership

Course

Field of study

Safety Engineering

Area of study (specialization)

Ergonomics and work safety

Level of study

Second-cycle studies

Form of study

full-time

Year/Semester

1/1

Profile of study

general academic

Course offered in

Polish

Requirements

compulsory

Number of hours

Lecture

15

Laboratory classes

30

Other (e.g. online)

0

Tutorials

0

Projects/seminars

0

Number of credit points

4

Lecturers

Responsible for the course/lecturer:

Prof. Leszek Pacholski, Ph.D., D.Sc., Eng.

Responsible for the course/lecturer:

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Faculty of Engineering Management

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Prerequisites

Student has knowledge of the foundations of management conducted in first level of studies. In addition, he should also be able to use the acquired knowledge in practice and is ready to work within team structures.



Course objective

To introduce students to the basic concepts of managing human teams in organizations in terms of process approach, with particular emphasis on the idea of harmonious business order and leadership as a management innovation. In addition: practicing diversified, in terms of difficulty, simulated managerial situations.

Course-related learning outcomes

Knowledge

- knows the classic and situational issues in the field of leadership of human teams in organizations, related to harmonious business order, especially in the field of safety management engineering,

Skills

- is able to correctly select the sources and information derived from them, make an assessment, critically analyze and synthesize this information, formulate conclusions and comprehensively justify the opinion,
- is able to apply various methods, tools and techniques to communicate in a professional environment and in other environments, also in a foreign language,
- is able to manage human teams as well as plan and manage business ventures,

Social competences

- is aware of the recognition of cause-and-effect relationships in achieving the objectives and ranking the importance of alternative or competitive tasks,
- is aware of the recognition of the importance of knowledge in solving problems in the field of human factor and technology in safety engineering and continuous improvement,
- is aware of understanding of non-technical aspects and effects of engineering activities, including its impact on the environment and the associated responsibility for decisions,
- is aware of the responsibility for their own work and the willingness to both manage and comply with the principles of team work and take responsibility for jointly performed tasks,

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Knowledge acquired during the lecture is verified by a test carried out after the last lecture. The test consists of 20 closed questions. Assessment threshold: 50% of the points (satisfactory).

Knowledge acquired within the laboratory is verified on the basis of solving individual tasks covered by the curriculum. The student receives points for each task. Assessment threshold: 50% of the points (satisfactory).

Programme content

Lectures: Management processes and leadership of human teams. Main roles and managerial skills of managers. The essence of leading human teams in organizations. Leaders' behavior. Classical and



situational theories of leadership in human teams. Leadership substitutes. Processes to motivate people to work. Managing the process of improving organizational units. Managing group and interpersonal processes in organizational units. Leaders and the ability to build effective work teams. Sources and types of interpersonal and intergroup conflicts in organizational units. Resolving conflicts in organizational units. Communication processes in organizations. Managerial decision-making processes. Basic models of decision-making processes. Six features of enterprise profit creation. Obstacles to harmonious business order - community structures and moral imperative. Leadership as an innovation in security management engineering.

Laboratory: Three-stage, simulation computer game; case study of team management within a fictitious business organization. The next stages include the need to solve a new task of increasing difficulty, but embedded in the same crisis business reality. The game consists of four sessions, with each member of the four-member team interchangeably acting as the manager (leader).

Teaching methods

Monographic lecture in the form of a multimedia presentation, with elements of a discussion.
Laboratory: auditorium exercises, solving case study and cognitive tasks.

Bibliography

Basic

1. Pacholski L., Malinowski B., Niedźwiedź S. (2011), Kierowanie. Przewodzenie zespołom ludzkim w jednostkach organizacyjnych, Wydawnictwo Politechniki Poznańskiej, Poznań.
2. Griffin R.W. (2017), Postawy zarządzania organizacjami, PWN, Warszawa.
3. Koźmiński A.K., Piotrowski W. (2020), Zarządzanie. Teoria i praktyka, PWN, Warszawa.

Additional

1. Strategor (2001), Zarządzanie firmą. Strategie, struktury, decyzje, tożsamość. PWE, Warszawa.
2. Zimniewicz K. (2000), Współczesne koncepcje i metody zarządzania. PWE, Warszawa.

Breakdown of average student's workload

	Hours	ECTS
Total workload	100	4,0
Classes requiring direct contact with the teacher	45	2,0
Student's own work (literature studies, preparation for laboratory classe, preparation for tests) ¹	55	2,0

¹ delete or add other activities as appropriate