



## COURSE DESCRIPTION CARD - SYLLABUS

Course name

Work environment pathologies

### Course

Field of study

Safety Engineering

Area of study (specialization)

Level of study

First-cycle studies

Form of study

part-time

Year/Semester

3/6

Profile of study

general academic

Course offered in

Polish

Requirements

elective

### Number of hours

Lecture

8

Tutorials

10

Laboratory classes

Projects/seminars

Other (e.g. online)

### Number of credit points

2

### Lecturers

Responsible for the course/lecturer:

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### Prerequisites

A student beginning this course should have a basic knowledge of organizational management, as well as risk analysis and assessment. He or she should have the ability to identify hazard factors and know the basics of labor law.

### Course objective

The course aims to familiarize students with the sources, types and consequences of pathological phenomena that may occur in the work environment. In addition, developing skills to analyze and minimize the risk of pathology and prevent any psychosocial dysfunction.

### Course-related learning outcomes

#### Knowledge

1. The student has advanced knowledge of technical safety, safety systems, OSH and hazards and their consequences [K1\_W02].
2. Student has advanced knowledge in the field of threats and their effects, risk estimation in work environment and occupational accidents and diseases [K1\_W03].
3. Student has advanced knowledge of ergonomics, human ecology and natural environment protection [K1\_W05].
4. Student knows fundamental dilemmas of contemporary civilization and development trends and best practices in safety engineering [K1\_W10].

#### Skills

1. Student is able to properly select sources and information from them, on their basis to analyze, synthesize and evaluate problems in the field of communication in security engineering [K1\_U01].
2. Student is able to apply standards and norms in solving practical engineering tasks in the field of Safety Engineering [K1\_U08].
3. Student is able to identify changes in requirements, standards, regulations and technical progress and the reality of the labor market, and on their basis determine the need to supplement knowledge [K1\_U12].

#### Social competences

1. The student is able to perceive cause-effect relations in realization of set objectives and apply ranks in relation to significance of alternative or competitive tasks [K1\_K01].
2. The student is aware of the recognition of the importance of knowledge in solving problems in the field of security engineering and continuous self-improvement [K1\_K02].
3. The student is aware of behaving in a professional way, observing rules of professional ethics and respecting diversity of views and cultures [K1\_K06].



## Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Lecture: knowledge is verified through colloquia after the third and sixth teaching unit (problem tasks) and the activity during the conversational lectures. The threshold for passing: 50% +1.

Exercises: a colloquium (multiple choice test), oral responses, work in teams and activity during the classes. Pass mark: 50% + 1.

## Programme content

Lecture: Characteristics of pathological phenomena. Organizational culture and psychosocial dysfunctionality. Addictions at work. Counterproductive behaviors and employee anomie. Nepotism, chronicism and paternalism. Emotional illiteracy. Discrimination in the workplace. Bullying. Professional burnout. Workaholism and other forms of excessive involvement in work. Ways of counteracting pathologies of work environment.

Exercises: Legal and organizational aspects of counteracting pathologies of work environment. Good practices of preventive actions: violence and ways of counteracting it; unassertive behaviors and ways of defense against them; prevention of professional burnout; counteracting discrimination. Internal Antimobbing Policy (WPA) - purpose, rules, benefits.

## Teaching methods

Lecture: multimedia presentation illustrated with examples, informative lecture, conversational lecture.

Exercises: multimedia presentation illustrated with examples, practical exercises, chat, exposing methods (film, show), panel discussion, simulating expert debates, case study, brainstorming.

## Bibliography

Basic

1. Sadłowska-Wrzesińska, Lewicki L. (red.), Podstawy bezpieczeństwa i zdrowia w pracy, Wydawnictwo WSL, Poznań 2018.
2. Kozak S., Patologie w środowisku pracy. Zapobieganie i leczenie. Difin, Warszawa 2009.
3. Sadłowska-Wrzesińska J., Zagrożenia psychospołeczne w środowisku pracy. W: Istotne aspekty bhp, L. Lewicki, J. Sadłowska-Wrzesińska (red.). Wyższa Szkoła Logistyki, Poznań 2014, s. 257-295.
4. Sadłowska-Wrzesińska J., Nejman Ż., Zaangażowanie pracowników jako predyktor bezpiecznych zachowań w organizacji [w:] Bezpieczeństwo XXI Wieku Szanse – Zagrożenia – Perspektywy – Aspekty bezpieczeństwa pracy, red. Joanna Sadłowska-Wrzesińska, Wydawnictwo Naukowe Silva Re-rum, 2020.

Additional

1. Pospiszyl I., Patologie społeczne, PWN, Warszawa 2008.
2. Litzke S., Schuh H., Stres, mobbing i wypalenie zawodowe, GWP 2007.



3. Nejman Ž., Influence of Employees 'Burnout on Work Motivation. Proceedings of the 37th International Business Information Management Association Conference (IBIMA), 30-31 May 2021, Cordoba, Spain. Innovation Management and information Technology impact on Global Economy in the Era of Pandemic / red. Soliman Khalid: IBIMA Publishing, 2021 - s. 4499-4507.

### Breakdown of average student's workload

	Hours	ECTS
Total workload	50	2,0
Classes requiring direct contact with the teacher	18	1,0
Student's own work (literature studies, preparation for laboratory classes/tutorials, preparation for tests) <sup>1</sup>	32	1,0

<sup>1</sup> delete or add other activities as appropriate