



COURSE DESCRIPTION CARD - SYLLABUS

Course name

Psychology of management [N1ZiIP1>PS]

Course

Field of study

Management and Production Engineering

Year/Semester

2/3

Area of study (specialization)

–

Profile of study

general academic

Level of study

first-cycle

Course offered in

Polish

Form of study

part-time

Requirements

elective

Number of hours

Lecture

12

Laboratory classes

0

Other (e.g. online)

0

Tutorials

8

Projects/seminars

0

Number of credit points

3,00

Coordinators

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Lecturers

Prerequisites

A student starting this subject should know the basic concepts related to the mechanisms of social behavior, 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 aim is to develop the skills of: explaining and predicting social behavior, incl. shaping and leading teams; resisting group influence; persuasion and shaping attitudes; motivating; shaping the desired social relations.

Course-related learning outcomes

Knowledge:

The student has the basic knowledge necessary to understand the social and non-technical determinants of engineering activities.

Skills:

Student in formulating and solving engineering tasks can see their non-technical aspects.

Social competences:

The student is aware of the importance and understanding of non-technical aspects and effects of engineering activities. The student is able to interact and work in a group, assuming various roles.

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

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Lectures:

Formative assessment: Questions summarizing particular issues, giving the opportunity to assess the understanding of the issues by the student; written tasks checking the level of mastery of the current material. The points obtained in this way are added to the points from the final test.

Summative assessment: Written test on the subject, closed-ended test. Positive rating above 50% of correct answers.

Exercises: Points for tasks that check the assimilation of the current material.

Programme content

1. Psychology, social psychology - area of interest, genesis, main trends
2. Human nature - personality, temperament, emotional intelligence, brain sex, the theory of specialization of the cerebral hemispheres
3. Distortions in social perception - stereotypes, prejudices, discrimination and methods of prevention
4. Group processes - mechanisms regulating team behavior, team roles, team development stages. Facilitation and social loafing, group thinking syndrome - a threat related to the work of groups and teams
5. Social influence. Conformism- informational and normative social influence, obedience to authority. Rules and techniques of social influence according to Cialdini, influence and manipulation, methods of counteracting manipulation. Interpersonal attractiveness - rules
6. Conflicts and negotiations - styles and methods of solving conflicts of interest, selected negotiation techniques (including the principle of competition, the technique of limited competences, the balloon test technique, the reward in paradise technique, the fait accompli politics technique)
7. Interpersonal communication and business communication - verbal, non-verbal communication, argumentation, styles and tactics of self-presentation (ways of making a "good impression")
8. Attitudes and changes in attitudes. Component of attitudes, resisting persuasive messages
9. Motivation and motivation - setting and ways to achieve goals.
10. Occupational stress and ways to prevent its negative effects. Review of the concept of stress, the relationship between stress and effectiveness, distress and eustress, styles of coping with stress. Stress from the perspective of neuropsychology.

Course topics

none

Teaching methods

Problem lecture, lecture with elements of a seminar, presentation illustrated with examples, analysis of text and film materials

Bibliography

Basic

1. Aronson E. (2005) Człowiek- istota społeczna, Warszawa, PWN
2. Cialdini R. (2010) Wywieranie wpływu na ludzi, Gdańsk, GWP
3. Myers D. G. (2003) Psychologia społeczna, Poznań, Wyd. Zysk i S-ka
4. Tarniowa- Bagieńska M. Siemieniak P. (2010) Psychologia w zarządzaniu, Poznań Wyd. Politechniki Poznańskiej

Additional

1. Aronson E., Wilson T. D, Akert R.M., (2006) Psychologia społeczna, Poznań Wyd. Zysk i S-ka
2. Berne E. (2008): W co grają ludzie? Psychologia stosunków międzyludzkich, Warszawa, PWN
2. Kożusznik B. (2005) Wpływ społeczny w organizacji, Warszawa, Polskie Wydawnictwo Ekonomiczne

3. Witkowski T. (2006) Psychomanipulacje. Jak je rozpoznawać i jak sobie z nimi radzić, Taszów, Wyd. Biblioteka Moderatora

Breakdown of average student's workload

	Hours	ECTS
Total workload	75	3,00
Classes requiring direct contact with the teacher	30	1,50
Student's own work (literature studies, preparation for laboratory classes/ tutorials, preparation for tests/exam, project preparation)	45	1,50