



COURSE DESCRIPTION CARD - SYLLABUS

Course name

Work environment pathologies [S1IBiJ1>PŚP]

Course

Field of study

Safety and Quality Engineering

Year/Semester

3/6

Area of study (specialization)

–

Profile of study

general academic

Level of study

first-cycle

Course offered in

Polish

Form of study

full-time

Requirements

elective

Number of hours

Lecture

15

Laboratory classes

0

Other

0

Tutorials

15

Projects/seminars

0

Number of credit points

2,00

Coordinators

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Lecturers

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 systems, including occupational health and safety rules, and understands how these systems prevent threats and minimize their effects [K1_W02].

2. The student has advanced knowledge of issues related to the identification, analysis and estimation of psychosocial risk [K1_W03].
3. The student knows the fundamental dilemmas of modern civilization and development trends as well as best practices in the field of psychosocial risk prevention [K1_W10].

Skills:

1. The student is able to properly select sources and information derived from them, and on their basis, analyze, synthesize and evaluate communication problems in safety and quality engineering [K1_U01].
2. The student is able to use various techniques to communicate in a professional environment regarding psychosocial risk [K1_U02].
3. The student is able to identify changes in requirements, standards, regulations, 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 notice cause-and-effect relationships in the implementation of set goals and use ranks in relation to the importance of alternative or competing tasks [K1_K01].
2. The student is aware of the importance of knowledge in solving problems in the field of safety and quality engineering and continuous improvement [K1_K02].
3. The student is able to demonstrate professionalism and follow the principles of professional ethics, promoting respect for diversity and building a safety culture [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

Organizational dysfunctions in the area of human resources management. Analysis of contemporary pathologies of the work environment (discrimination, mobbing, burnout). Counteracting pathological phenomena at the organizational level.

Course topics

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 Ż., 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	2,00
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)	20	0,50