

STUDY MODULE DESCRIPTION FORM		
Name of the module/subject Psychology of Management		Code 1011105321011125001
Field of study Engineering Management - Part-time studies -	Profile of study (general academic, practical) (brak)	Year /Semester 1 / 2
Elective path/specialty Production and Operations Management	Subject offered in: Polish	Course (compulsory, elective) obligatory
Cycle of study: Second-cycle studies	Form of study (full-time, part-time) part-time	
No. of hours Lecture: 16 Classes: - Laboratory: - Project/seminars: -		No. of credits 2
Status of the course in the study program (Basic, major, other) (brak)		(university-wide, from another field) (brak)
Education areas and fields of science and art humanities		ECTS distribution (number and %) 2 100%
Responsible for subject / lecturer: dr Maria Tarniowa-Bagieńska email: maria.tarniowa-bagienska@put.poznan.pl tel. +48 61 665 3406 Wydział Inżynierii Zarządzania ul. Strzelecka 11 60-965 Poznań		
Prerequisites in terms of knowledge, skills and social competencies:		
1	Knowledge	Basic knowledge of human behavior and management
2	Skills	Ability for searching valuable information. Reading research articles and reports with understanding. Ability to use existing knowledge and its application in a new perspective. Basic principles of working in a group and writing a project reports.
3	Social competencies	Awareness of the need for life-long learning to update and broaden ones knowledge and skills; ability to work in teams.
Assumptions and objectives of the course: The course is dealing with problems complexity in human performance. The objective of the course is to develop skill on human factors research for organizational behavior and behavior modification.		
Study outcomes and reference to the educational results for a field of study		
Knowledge:		
1. Student knows and understands principles of behavior modification - [K2A-W01; K2A-W06] 2. Student has structured and theoretically founded knowledge for nature organizational conflicts - [K2A-W01; K2A-W06] 3. Student has knowledge and understands the role of personnel management - [K2A-W01; K2A-W06] 4. Student knows motivational basic of organizational behavior - [K2A-W01; K2A-W06] 5. Student has knowledge for organizational stress and individual strain and knows a social - psychological study of risk factors - [K2A-W01; K2A-W06]		
Skills:		
1. Student can use psychological knowledge in human resources management - [K2A-U06; K2A-U07] 2. Student can describe important aspects of the efficient activity and some social determinants - [K2A-U03; K2A-U01] 3. Student can describe important aspects of the interpersonal communication and competence - [K2A-U08] 4. Student can analyse basic problems resulting from account man - environment of work - [K2A-U02]		
Social competencies:		
1. Student understands the need for teamwork in solving theoretical and practical problems - [K2A-K02] 2. Student understands the different roles in a teamwork and the need for information and knowledge exchange in a group work - [K2A-K03; S2A-K06] 3. Student understands the need for a systematic deepening and broadening his/her competences - [K2A-K01]		

Assessment methods of study outcomes		
1. Subjects logbook containing brief description of all class activities - prepared individually, but attached to a teams report (60 %)		
2. Team report containing a concise analysis of selected aspect of the human resources management (40 %)		
Course description		
<ul style="list-style-type: none"> -Leadership. Man and functions -Human needs in organizational setting -Psychological models of leadership effectiveness -Theory of work motivation -Job attitudes, job satisfaction, personal values - individual differences -Management communication -Resolving conflict of stress, organizational stress and individual strain -Problem of responsibility of management for solution organizational preventing to negative results of stress i work -Emotional intelligence. 		
Basic bibliography:		
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 bibliography:		
1. Psychologia zarządzania, Bartkowiak G., Poznań, 1997		
2. Psychologia organizacji i zarządzania, Terelak J., F., Warszawa, 2005		
Result of average student's workload		
Activity	Time (working hours)	
1. Participation in lectures	16	
2. Consultation with the lecturer	5	
3. Preparing for credit	15	
4. Credit for a course	2	
Student's workload		
Source of workload	hours	ECTS
Total workload	38	2
Contact hours	23	1
Practical activities	0	0