Poznan University of Technology

Faculty of Engineering Management

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STUDY MODULE DESCRIPTION FORM

Name of the module/subject **Psychology of Management**	Code **101110232101115500**1

Field of study **Engineering Management - Full-time studies -**	Profile of study (general academic, practical) **(brak)**	Year /Semester **1 / 2**

Elective path/specialty **Quality Systems and Ergonomics**	Subject offered in: **Polish**	Course (compulsory, elective) **obligatory**

Cycle of study: **Second-cycle studies**	Form of study (full-time,part-time) **full-time**

No. of hours Lecture: **15** Classes: **15** 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	ECTS distribution (number and %**)**

Responsible for subject / lecturer:	Responsible for subject / lecturer:
dr Paulina Siemieniak email: Paulina.siemieniak@put.poznan.pl tel. +48 61 665 34 15 Wydział Inżynierii Zarządzania ul. Strzelecka 11, 60-965 Poznań	dr Paulina Siemieniak email: paulina.siemieniak@put.poznan.pl tel. +48 61 665 3415 Wydział Inżynierii Zarządzania ul. Strzelecka 11 60-965 Poznań

Prerequisites in terms of knowledge, skills and social competencies:

1	**Knowledge**	Basic knowledge of human behawior and management
2	**Skills**	Ability for searching valuable information. Reading research articles and reports with understanding. Ability to use existing knowledge and its appilcation in a new perspective. Basic principles of working in a grup and writing a project reports.
3	**Social competencies**	Awereness 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 modyfication - [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 indyvidual 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 grup 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 individuality, but attached to a teams report (60 %)
2. Team report containing a concise analysis of selected aspect of the human arsources management (40 %)
3. Continuous monitoring of student cooperation and their pro-active stance in gaining skillis and knowledge.

Course description
-Leadership. Man and functions
-Human needs in organizational setting
-Psychological models of leadership effectiveness
-Theory of work motivation
-Job attitudes, job satisfaction, personal values - indyvidual differences
-Managament 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, TerelakJ., F., Warszawa, 2005

Result of average student's workload	
Activity	**Time (working hours)**
1. Participitation in lectures	15
2. Participitation in tutorials	15
3. Consultation with the lecturer	10
4. Preparating for tutorials	10
5. Preparating for credit	10
6. Credit for a course	4

Student's workload		
Source of workload	**hours**	**ECTS**
Total workload	64	2
Contact hours	44	1
Practical activities	15	1