



## COURSE DESCRIPTION CARD - SYLLABUS

Course name

Work psychology

### Course

Field of study

Safety engineering

Area of study (specialization)

Security and Crisis Management

Level of study

Second-cycle studies

Form of study

part-time

Year/Semester

1/1

Profile of study

general academic

Course offered in

Polish

Requirements

elective

### Number of hours

Lecture

8

Laboratory classes

Tutorials

10

Projects/seminars

Other (e.g. online)

### Number of credit points

1

### Lecturers

Responsible for the course/lecturer:

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Responsible for the course/lecturer:

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### Prerequisites

The student has basic knowledge of ergonomics and work safety, logical thinking skills and the use of knowledge. The student demonstrates cognitive openness to humanistic aspects of safety at work.

### Course objective

Acquiring knowledge and skills in shaping a better organization of the enterprise and its efficiency, preventing pathologies of the modern work environment as well as motivating to safe attitudes and behaviors, especially in the face of difficult and crisis situations.

### Course-related learning outcomes

#### Knowledge

1. The student knows and understands the role of man in ensuring reliability in the human-technical object system [P7S\_WK\_04]

#### Skills

1. The student is able to properly select the sources and information derived from them, make a critical analysis and synthesis of this information, formulate conclusions and comprehensively justify the opinions used in occupational psychology in connection with issues of safety engineering [P7S\_UW\_01]

2. The student is able to notice and formulate systemic, non-technical, socio-technical, organizational aspects in engineering tasks [P7S\_UW\_03]

3. Student is able to make a critical analysis of the functioning of individual organizational subsystems taking into account deficits in the field of psychosocial security foundations [P7S\_UW\_06]

4. Student is able to plan and conduct experiments, including computer measurements and simulations, interpret obtained results, draw conclusions and develop interpretations in relation to the characteristics of difficult and crisis situations [P7S\_UO\_01]

#### Social competences

1. The student is aware of the recognition of cause and effect relationships in the implementation of organizational goals and tasks, taking into account the achievements of work psychology [P7S\_KK\_01]

2. The student is aware of the recognition of the importance of humanities in solving problems in the field of security engineering and continuous improvement in the work environment [P7S\_KK\_02]

3. The student is aware of the responsibility for their own work and readiness to work in interdisciplinary teams [P7S\_KR\_02]

### Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

forming assessment:

Lecture: knowledge is verified by short colloquia after the first and third teaching unit - problem tasks.

Pass mark: 50%+1.



Exercises: social skills and competences are verified through the use of partial marks, resulting from: work in teams (taking responsibility for the decisions taken); activity bonuses; solving problems independently. Credit threshold: 50%+1.

summative rating:

Lecture: knowledge is verified by a written colloquium on the basic concepts and problems of contemporary work psychology. Pass mark: 50%+1.

Exercises: average of partial marks. Pass mark: 50%+1

### Programme content

Lecture: The role of work in human life (historical context of work development, socioeconomic aspect of work, work as a value and chance of self-realization, work dysfunctions). The relationship between work psychology and crisis management - the basics of individual behavior, attribution theory, improving quality and performance, learning in the organization, diversity management). Motivation and commitment (the most important theories of motivation, the cultural nature of motivation, non-pay motivation techniques, from motivation to commitment - the impact of employee attitudes on the quality and safety of work performed). Behaviors in the organization (basics of group behavior, leadership, conflict, negotiation / mediation). Pathologies in the work environment (escalation of occupational stress and related consequences). Mobbing and discrimination in the changing conditions of the modern labor market. Organizational innovations to improve life at work (definition of employee well-being, programs to improve the quality of life at work, BBS, CSR, social dialogue).

Exercises: The role of work in human life. Motivation to safety. Tools supporting motivation for safe behavior. Conflicts in organization. Pathologies in work environment. Psychological experiments.

### 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 J., Lewicki L., Podstawy bezpieczeństwa i zdrowia w pracy, Wydawnictwo WSL, Poznań 2018.
2. Zimbardo Ph., Gerrig R., Psychologia i życie, Wydawnictwo Naukowe PWN, Warszawa 2016.
3. Ratajczak Z., Psychologia pracy i organizacji, Wydawnictwo Naukowe PWN, Warszawa 2008.
4. Sadłowska-Wrzesińska J., Nejman Ż., Gabryelewicz I., Kultura bezpieczeństwa pracy w roli czynnika motywacyjnego - analiza różnic płciowych, Przedsiębiorczość i Zarządzanie, t. 18, z. 6, cz. 1, 2017.



Additional

1. Terelak J.F., Psychologia organizacji i zarządzania, Wydawnictwo Difin, Warszawa 2005.
2. Litzcke S., Schuh H., Stres, mobbing, wypalenie zawodowe, GWP, 2007.
3. Koziół L., Motywacja w pracy. Determinanty ekonomiczno-organizacyjne, PWN, Warszawa, 2002.
4. Bańka A., Psychologia pracy, [w:] Psychologia. Podręcznik akademicki t.3, red. J.Strelau, GWP, Gdańsk, 2000.
5. Tarniowa-Bagieńska M., Siemieniak P., Psychologia w zarządzaniu, Wyd. Politechniki Poznańskiej, 2010.

**Breakdown of average student's workload**

	Hours	ECTS
Total workload	30	1,0
Classes requiring direct contact with the teacher	18	0,5
Student's own work literature studies, preparation for laboratory classes/tutorials, preparation for tests/exam <sup>1</sup>	12	0,5

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