POZNAN UNIVERSITY OF TECHNOLOGY

EUROPEAN CREDIT TRANSFER AND ACCUMULATION SYSTEM (ECTS)

pl. M. Skłodowskiej-Curie 5, 60-965 Poznań

COURSE DESCRIPTION CARD - SYLLABUS

Course name

Psychology of Management

Course

Field of study	Year/Semester
Engineering Management	1/2
Area of study (specialization)	Profile of study
Enterprise resource and process management	general academic
Level of study	Course offered in
Second-cycle studies	Polish
Form of study	Requirements
full-time	compulsory

Number of hours

Lecture	Laboratory classes	Other (e.g. online)
15		
Tutorials	Projects/seminars	
15		

Number of credit points

2

Lecturers

Responsible for the course/lecturer:

dr Paulina Siemieniak

paulina.siemieniak@put.poznan.pl

Faculty of Engineering Management

ul. Jacka Rychlewskiego 2, 60-965 Poznań

Responsible for the course/lecturer:

dr Radosłw Kot

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Faculty of Engineering Management

ul. Jacka Rychlewskiego 2, 60-965 Poznań

Prerequisites

The student starting this subject should be familiar with the basic concepts of social behavior

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mechanisms, 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 goal is to develop skills: explaining and predicting social behavior in the organization, including shaping and leading teams; resisting group influence; persuasion and shaping attitudes; motivation; shaping desirable social relationships.

Course-related learning outcomes

Knowledge

The student has expanded knowledge about the subject of contextual sciences in relation to management sciences and ergological sciences and the research methods used in them, as well as about common and specific conceptual apparatus in relation to management sciences and technical sciences [P7S_WG_04]

The student has in-depth knowledge of the nature of management sciences and their place, and relationships with contextual and ergological sciences [P7S_WG-08]

The student has expanded knowledge about the role of man in shaping organizational culture and ethics in management [P7S_WG_09]

Skills

The student is able to use theoretical knowledge to describe and analyze the causes and course of social processes and phenomena, and is able to form their own opinions and select data and methods of analysis critically [P7S_UW_01]

The student has the ability to understand and analyze social phenomena, extended by the ability to deepen theoretical assessment of these phenomena in selected areas, using the research method [P7S_UW_05]

The student is able to correctly interpret and explain social (cultural, political, legal, economic) phenomena and mutual relations between social phenomena [P7S_UW_06]

The student is able to properly analyze the causes and course of social processes and phenomena, formulate their own opinions on this subject and put simple research hypotheses and verify them [P7S_UW_07]

The student is able to bear responsibility for their own work and tasks carried out jointly and manage team work [P7S_UO_01]

Social competences

The student is able to see the cause-and-effect relationships in achieving the set goals and rank the importance of alternative or competitive tasks [P7S_KK_02]

The student is able to make substantive contribution to the preparation of social projects and manage projects resulting from these projects [P7S_KO_01]

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The student is able to initiate activities for social projects [P7S_KO_02]

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Formative assessment: a) In terms of exercises: based on the assessment of the current progress in the implementation of tasks, (points for tasks) b) In terms of lectures: based on answers to questions about the material discussed in previous lectures Summative assessment: a) In terms of exercises: on the basis of a written test in the form of a closed-question test (passing more than 50% of correct answers) and activity assessment (the final grade for the exercises is the average of grades for both activities) b) In terms of lectures: written and activity assessment

Programme content

Lectures:

- Basics of psychological knowledge about the behavior of people in an organization - psychological concepts of a man; personality, temperament, emotional intelligence; situational determinants of behavior;

-Leadership in the organization - essence, concepts, styles; influence in the organization

-Creating conditions for the effective use of employees' potential; psychological knowledge in managing human capital

-Motivation as a function

- Mechanisms disrupting the work of teams: group decision-making, the impact of the presence of others on the behavior of an individual, conformism, strength of social roles.

- Communication in the organization

- Organizational sources of conflicts, integrating behavior, creative conflict resolution

-Stress at work - conditions, sources, effects, coping with stress, stress and performance

Exercises:

- diagnosis of employee personality traits - tools, meaning, application, limitations; the so-called "Big Five"

- management and leadership - application of guidance on influencing rules of social influence - the resulting features and behaviors that increase submission (authority, attractiveness, fit and leadership, sympathy, etc.)

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- employment and development of employees - diagnosis of potential, 360-degree assessment, Assessment Center; job interview - how to prepare and conduct it (competency interview, behavioral questions, etc.)

- firing employees - rules of positive communication, informing the team, the most common mistakes of managers

- team building - team and group specificity, team roles and their diagnosis, team development stages, behavior difficult in the group process and ways of coping with them by the manager

- motivating questions (including the six-step method), persuasion technology, commitment mechanism and consistency in motivating

- communication - goals of active listening, active listening skills and their application, feedback models and their practical application

- conflicts in the organization - mediation, arbitration, self-communication, assertiveness, emotional intelligence

Teaching methods

- lecture: multimedia presentation illustrated with examples, problem lecture

- exercises: a multimedia presentation with elements of the seminar and the performance of practical tasks given by the teacher (staging method, simulation method, workshop method, work based on a case study)

Bibliography

Basic

1. Tarniowa-Bagieńska M., Siemieniak P., Psychologia w zarządzaniu, Wyd. Politechniki Poznańskiej, 2010.

2. Terelak J., F., Psychologia organizacji i zarządzania, Warszawa, 2005.

3. Kożusznik B., Wpływ społeczny w organizacji, Polskie Wydawnictwo Ekonomiczne, Warszawa, 2005.

4. Schultz D.P., S.E. Schultz, Psychologia a wyzwania dzisiejszej pracy, PWN, Warszawa, 2002.

Additional

1. Stewart J., Mosty zamiast murów. Podręcznik komunikacji interpersonalnej, PWN, Warszawa, 2017.

2. Jachnis A., Psychologia organizacji, Difin, Warszawa, 2008.

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3. Morreale S.P., B.H. Spitzberg, J.K. Barge, Komunikacja między ludźmi. Motywacja, wiedza i umiejętności, PWN, Warszawa, 2008.

Breakdown of average student's workload

	Hours	ECTS
Total workload	60	2,0
Classes requiring direct contact with the teacher	30	1,0
Student's own work (literature studies, preparation for tutorials, preparation for test) [1]	30	1,0

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[1] delete or add other activities as appropriate