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
Managing Enterprise of the Future	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:

Ph.D., Paulina Siemieniak

Mail to: paulina.siemieniak@put.poznan.pl

Faculty of Engineering Management

ul. J. Rychlewskiego 2, 60-965 Poznań

Responsible for the course/lecturer:

Ph.D., Radosłw Kot

Mail to: radoslaw.kot@put.poznan.pl

Faculty of Engineering Management

ul. J. Rychlewskiego 2, 60-965 Poznań

Prerequisites

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

POZNAN UNIVERSITY OF TECHNOLOGY

EUROPEAN CREDIT TRANSFER AND ACCUMULATION SYSTEM (ECTS)

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

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 defines and explains the theories of personality, emotional intelligence and their impact on organizational behavior, providing specific examples of their application in a business context [P7S_WG_04].

The student explains how psychology influences the formation of organizational culture and ethics, including motivation, communication and conflict management, providing examples of practical application of these concepts [P7S_WG_08].

The student distinguishes and discusses various aspects of the impact of leadership, the creation of conditions for the effective use of human capital and coping with stress at work[P7S_WG_09].

Skills

The student applies the theoretical foundations of psychology to analyze social processes and phenomena in an organization, and then formulates management strategies based on this analysis [P7S_UW_01].

The student evaluates various psychological management tools for their effectiveness and usefulness, applying them to practical organizational scenarios [P7S_UW_03].

The student identifies and solves management problems using psychological knowledge, such as in job interviews, employee evaluation and development [P7S_UW_04].

The student conducts an analysis of employee behavior, formulating hypotheses about their impact on organizational processes and verifying them through practical application [P7S_UW_07].

Social competences

The student identifies and analyzes cause-and-effect relationships in people management and ranks human capital management tasks in terms of their strategic relevance [P7S_KK_02].

The student creates and manages projects focused on employee development and building organizational culture, using interdisciplinary knowledge [P7S_KO_01].

The student plans and manages business ventures, taking into account the psychological aspects of teamwork and people management [P7S_KO_03].

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

POZNAN UNIVERSITY OF TECHNOLOGY

EUROPEAN CREDIT TRANSFER AND ACCUMULATION SYSTEM (ECTS)

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

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.)

- 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

POZNAN UNIVERSITY OF TECHNOLOGY

EUROPEAN CREDIT TRANSFER AND ACCUMULATION SYSTEM (ECTS)

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

- 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.

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

POZNAN UNIVERSITY OF TECHNOLOGY

EUROPEAN CREDIT TRANSFER AND ACCUMULATION SYSTEM (ECTS)

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

Breakdown of average student's workload

	Hours	ECTS
Total workload	50	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]	20	1,0

[1] delete or add other activities as appropriate