

COURSE GUIDE

<u>Course title</u>	Psychology in management
<u>Specialization</u>	Management
<u>Form of study</u>	Full-time studies
<u>Qualification level</u>	Second-degree studies
<u>Year</u>	1
<u>Semester</u>	I
<u>Unit running the program</u>	Department of Sociology, Psychology and Communication in Management
<u>Author</u>	dr inż. Anna Albrychiewicz-Słocińska
<u>Profile</u>	General academic
<u>Number of ECTS credits</u>	5

COURSE TYPE – NUMBER OF SEMESTER HOURS

LECTURE	CLASSES	LABORATORY	PROJECT	SEMINAR
15	30	–	–	–

COURSE DESCRIPTION

O1. Presentation and discussion of basic definitions, issues and problems of the psychology of management (managerial psychology) with particular emphasis on human behavior, which is reflected on the result of the basic functions of management in the organization and the action it is taken to achieve goals.

O2. Characteristics of behavior, role and managerial personality and processes of interaction between the manager and supervised staff.

INITIAL REQUIREMENT FOR THE KNOWLEDGE, ABILITIES AND OTHER COMPETENCES

The student has knowledge of what is personality and how it affects the processes of perception, motivation, communication and human learning.

Students can describe basic human organizational behavior occurring in work situations.

The student has a basic knowledge of management and socio – cultural conditioning personnel policy.

The student has a basic knowledge in the field of building relationships, the functioning of social groups, norms and patterns of behavior.

The student is able to determine what is organizational culture and how it affects organizational behavior.

EFFECTS OF LEARNING

EU 1 – Student is able to identify the importance and position of management psychology to other sciences such as general psychology, social psychology, and management.

EU 2 – The student is able to identify and characterize the psychological determinants of human behavior in organizations including leadership and managers work.

EU 3 – The student knows the concept and various definitions of motivation in terms of psychology and is able to characterize basic models of human motivation to work.

EU 4 – Student is able to characterize the issues of building and development of work teams and team management issues.

COURSE CONTENT

Form of teaching – LECTURE 15 hours	Number of hours
L1, L2, L3 – Introduction to the psychology of management lectures. Presentation of the basic concepts and definitions in the field of psychology, management, and the exposure of its interdisciplinary nature.	3
L4, L5, L6 – Specific characteristics of the object of interest of management, and management schools.	3
L7, L8, L9 – The definition of a small group in psychological terms, conditions of membership in a small group. Discussion of the advantages of group work on an individual taking into account the effects of synergy and social loafing.	3
L10, L11 – Team work issues and process of team building, Presentation of psychological mechanisms of organizational participation (fear, calculation, loyalty).	2
L12 – Characteristics of social perception, to discuss the conditions of the process in terms of perceiving and perceived, shifting perception errors.	1
L13, L14 – Theories of motivation and motivation to work problems. Discussion of the psychological impact of work overload, such as stress, burnout training and organizational pathologies such as bullying and workoholism.	2
L15 – Chacking the knowledge – test.	1
Form of teaching – CLASSES 30 hours	Number of hours
C 1 – Introduction of classes. Effective interpersonal communication. Barriers to effective communication in an organization. Principles of effective presentations.	2
C2, C 3, C 4 – Theories of personality, Determination of effective personality profile manager: technical competence, conceptual, social. Determination and application of emotional intelligence in business	6
C 5, C 6 – The importance of leadership in organizations: the interaction, the factors determining the choice of leadership style.	4
C7, C8 – Determination of the importance of concepts such as authority, assertiveness, and resistance to stress for the implementation of management functions	4
C9, C10 – Assertiveness in practice. Development of assertive behavior. Analysis of their behavior from the point of assertiveness.	4
C11, C12 – Motivation, the art of persuasion and influence techniques. Functional and dysfunctional phenomena in the workplace: commitment, job satisfaction, organizational pathologies	4
C13 C14 – Developing career paths, taking into account the life cycle, hierarchy of values and attitudes towards work.	4
C15 Creativity, techniques creative thinking and problem solving	2

TEACHING TOOLS

Textbooks and scripts
Audiovisual Equipment
Blackboard and chalk

WAYS OF ASSESSMENT (F – FORMING, P – SUMMARY)

F1. Presentation prepared by students
P1. The written test of knowledge of subject areas implemented on exercises and lecture

STUDENT WORKLOAD

Form of activity		Average number of hours to complete the activity		
		[h]	ECTS	ECTS
Contact hours with the teacher	LECTURE /	15	0,6	
	CLASSES	30	1,2	
Participation in consultations		20	0,7	
Getting Acquainted with the indicated literature		15	0,6	
Preparation of audio–visual presentation and project		20	0,7	
Preparation for final test		25	1,2	
TOTAL NUMBER OF HOURS / ECTS CREDITS FOR THE COURSE		125	5	

BASIC AND SUPPLEMENTARY LITERATURE

Basic literature

Pepper A., *The Economic Psychology of Incentives: New Design Principles for Executive Pay*, Basingstoke, Palgrave Macmillan, New York, 2015.

Kiev A., *The Psychology of Risk: Mastering Market Uncertainty*, John Wiley and Sons Inc., New York, 2002.

Myers D.G., *Social Psychology*, McGraw-Hill Book Company, New York, 1993.

Supplementary literature

Karczewska A., *Using Modern Forms and Tools Of Communication in an Organization for the Effective Human Resources Management*, Human Resource Management and Corporate Competitiveness, Szent Istvan University Publishing, Godolo 2012.

Słocińska A., *Requirements of Improving Knowledge Sharing Behavior. Creativity Context*, Trends of Management in the Contemporary Society (red.) Formankova Sylvie, Mendelova Univerzita v Brne, Brno 2016.

TEACHERS (NAME, SURNAME, ADRES E–MAIL)

Dr inż. Anna Albrychiewicz-Słocińska, anna.albrychiewicz-slocinska@wz.pcz.pl

Dr Anna Karczewska, anna.karczewska@wz.pcz.pl,

Dr Leszek Cichobłaziński, leszek.cichoblazinski@wz.pcz.pl

MATRIX OF REALIZATION OF LEARNING EFFECTS

The learning effect	Reference to the effects of the defined effects for the entire program (PEK)	Course aims	Course content	Teaching tools	Evaluation method
EU 1	K_W01; K_W03; K_W04; K_U01; K_U2, K_K01, K_K02; K_K3	C1	L1–L6	1,2,3	P1
EU 2	K_W04; K_W09; K_U2, K_U4, K_U6, K_K01, K_K02; K_K3	C1, C2	L7–L14, L1–L12, C13, C14	1,2,3	F1,P1
EU 3	K_W04; K_W9; K_U2, K_U4, K_U6, K_K01, K_K02;	C1, C2	L13–L14, C12–C14	1,2,3	F1,P1
EU 4	K_W04; K_W09; K_U2, K_U4, K_U6, K_K01, K_K02;	C1	L7–L11, C5–C6	1,2,3	P1

EVALUATION FORM – DETAILS

	For a grade of 2	For a grade of 3	For a grade of 4	For a grade of 5
Effect 1	Student is not able to identify the importance and position of management psychology to other sciences such as general psychology, social psychology, and management.	Student is able to identify the basics of the importance and position of management psychology to other sciences such as general psychology, social psychology, and management.	Student is able to identify the terms connected with importance and position of management psychology to other sciences such as general psychology, social psychology, and management.	Student is able to identify and explain the importance and position of management psychology to other sciences such as general psychology, social psychology, and management.
Effect 2	The student is not able to identify and characterize the psychological determinants of human behavior in organizations including leadership and managers work.	The student is able to identify the basic psychological determinants of human behavior in organizations including leadership and managers work.	The student is able to identify and characterize the psychological determinants of human behavior in organizations including leadership and managers work.	The student is able to identify, explain and characterize the psychological determinants of human behavior in organizations including leadership and managers work.
Effect 3	The student does not know the concept and various definitions of motivation in terms of psychology and is able to characterize basic models of human motivation to work.	The student knows the basics of concept and definitions of motivation in terms of psychology and is able to characterize basic models of human motivation to work.	The student knows the concept and definitions of motivation in terms of psychology and is able to characterize basic models of human motivation to work.	The student knows the various concepts and definitions of motivation in terms of psychology and is able to characterize basic models of human motivation to work.
Effect 4	Student is not able to characterize the issues of building and development of work teams and team management issues.	Student is able to characterize the basic issues of building and development of work teams and team management issues.	Student is able to characterize the issues of building and development of work teams and team management issues.	Student is able to characterize various issues of building and development of work teams and team management issues.

OTHER USEFUL INFORMATION ABOUT THE SUBJECT

Information where one can get access to presentations, instructions – all necessary information is to be communicated to students during first seminar meeting and information is to be sent in electronic way.

Information about the place of conducting the course – information is available on the internet site of the faculty

Information on the dates of seminars and lectures – internet site of the faculty.

Information on the consultation hours – internet site of the faculty.

