

**PRZEWODNIK PO PRZEDMIOCIE**

<u>Subject</u>	<b>PSYCHOLOGY IN MANAGEMENT</b>
Field of study	<b>Management</b>
<u>Form of Study</u>	<b>stacjonarne</b>
<u>Poziom kwalifikacji</u>	<b>II degree</b>
<u>Year</u>	<b>1</b>
<u>Term</u>	<b>1</b>
<u>Unit</u>	Faculty of Management, Department of Sociology and Psychology of Management
The person making	<b>PhD Anna Słocińska</b>
<u>Profile</u>	general
<u>Type of subject</u>	directional
Number of points <u>ECTS</u>	<b>4</b>

**COURSE TYPE - NUMBER OF SEMESTER HOURS**

<b>LECTURE</b>	<b>CLASSES</b>	<b>LABORATORY</b>	<b>PROJECT</b>	<b>SEMINAR</b>
<b>15</b>	<b>30</b>	-	-	-

## **COURSE DESCRIPTION**

### **1. PURPOSE OF THE SUBJECT**

**C1.** 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.

**C2.** Characteristics of behavior, role and managerial personality and processes of interaction between the manager and supervised staff.

### **2. REQUIREMENTS FOR KNOWLEDGE, SKILLS AND OTHER COMPETENCIES**

- 1 The student has knowledge of what is personality and how it affects the processes of perception, motivation, communication and human learning.
- 2 Students can describe basic human organizational behavior occurring in work situations.
- 3 The student has a basic knowledge of management and socio - cultural conditioning personnel policy.
- 4 The student has a basic knowledge in the field of building relationships, the functioning of social groups, norms and patterns of behavior.
- 5 The student is able to determine what is organizational culture and how it affects organizational behavior.

### **3. LEARNING OUTCOMES**

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

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

EK 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.

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

#### 4. Course content

<b>Type of course - LECTURES</b>	<b>Number of hours</b>
W 1, W2, W3- 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.	<b>3</b>
W4, W5, W6 Specific characteristics of the object of interest of management, and management schools.	<b>3</b>
W 7, W8, W9 - 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	<b>3</b>
W10, W11 – Team work issues and process of team building, Presentation of psychological mechanisms of organizational participation (fear, calculation, loyalty).	<b>2</b>
W12 Characteristics of social perception, to discuss the conditions of the process in terms of perceiving and perceived, shifting perception errors.	<b>1</b>
W13, W14 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.	<b>2</b>
W15.Chacking the knowledge -test	<b>1</b>
<b>sum</b>	<b>15</b>
<b>Type of course - CLASSES</b>	<b>Number of hours</b>
<b>Cw 1</b> , - Introduction of classes. Effective interpersonal communication. Barriers to effective communication in an organization. Principles of effective presentations.	<b>2</b>
<b>Cw 2, Cw 3, Cw 4</b> - Theories of personality, Determination of effective personality profile manager: technical competence, conceptual, social. Determination and application of emotional intelligence in business	<b>6</b>
<b>Cw 5, Cw 6</b> - The importance of leadership in organizations: the interaction, the factors determining the choice of leadership style.	<b>4</b>
<b>Cw 7, Cw-8</b> - Determination of the importance of concepts such as authority, assertiveness, and resistance to stress for the implementation of management functions	<b>4</b>
<b>Cw-9, Cw 10</b> - Assertiveness in practice. Development of assertive behavior. Analysis of their behavior from the point of assertiveness.	<b>4</b>
<b>Cw 11, Cw 12</b> Motivation, the art of persuasion and influence techniques. Functional and dysfunctional phenomena in the workplace: commitment, job satisfaction, organizational pathologies	<b>4</b>
<b>Cw 13 Cw 14</b> Developing career paths, taking into account the life cycle, hierarchy of values and attitudes towards work.	<b>4</b>
<b>Cw 15</b> Creativity, techniques creative thinking and problem solving	<b>2</b>
<b>suma</b>	<b>30</b>

#### 5. TEACHING TOOLS

1. Textbooks and scripts
2. Audiovisual Equipment
3. Blackboard and chalk

## 6. METHODS OF EVALUATION (F - forming P - SUMMARY)

F1. Presentation prepared by students

P1. The written test of knowledge of subject areas implemented on exercises and lecture

## 7. STUDENT WORKLOAD

Activity form	Average number of hours to complete the activity
Contact hours with the teacher	45
Consultation	15
Preparing for classes	20
Preparing presentation	20
Preparation for final test	25
Sum	125
Total Points ECTS	5

## BASIC AND SUPPLEMENTARY LITERATURE

1. Aronson E. (2000), *Człowiek istota społeczna*, Wydawnictwo naukowe PWN, Warszawa
2. Bartkowiak G. (1999) *Psychologia zarządzania*, Akademia Ekonomiczna w Poznaniu, Poznań
3. Bartkowiak G. (2003) *Skuteczny kierownik- model i jego empiryczna weryfikacja*, Wydawnictwo Akademii Ekonomicznej w Poznaniu, Poznań.
4. *Człowiek – praca – organizacja. Wymiary, socjologiczne, psychologiczne i zarządcze*, (2010) red. F. Byłok, A. Czarnecka, A. Słocińska, Wydawnictwo Politechniki Częstochowskiej, Częstochowa.
5. Kożusznik B. *Psychologia zespołu pracowniczego*, Wydawnictwo Uniwersytetu Śląskiego, Katowice 1998.
6. Kożusznik B. (2002) *Zachowania człowieka w organizacji*, PWE, Warszawa.
7. Lubrańska A. (2008) *Psychologia pracy*, Difin, Warszawa.
8. *Psychologiczne i socjologiczne aspekty zarządzania zasobami ludzkimi* (2009) red. F. Byłok, M. Harciarek, Wydawnictwo Politechniki Częstochowskiej, Częstochowa.
9. Ratajczak Z. (2007) *Psychologia pracy i organizacji*, PWN, Warszawa.
10. Shultz D.P. (2006) *Psychologia a wyzwania dzisiejszej pracy*, Wydawnictwo Naukowe PWN, Warszawa.
11. Terelak J. F. (2005), *Psychologia organizacji i zarządzania*, Difin, Warszawa.
12. Zawadzka A. M., (2010) *Psychologia zarządzania w organizacji*, PWN , Warszawa.

## TEACHER (NAME, E-MAIL ADDRESS)

1. Dr Anna Słocińska, [slocinska@wp.pl](mailto:slocinska@wp.pl)
2. Dr Leszek Cichobłaziński [lech@zim.pcz.pl](mailto:lech@zim.pcz.pl)

Efekt kształcenia	Odniesienie danego efektu do efektów zdefiniowanych dla całego programu (efektów na danym kierunku)	Cele przedmiotu	Treści programowe	Narzędzia dydaktyczne	Sposób oceny
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EK 1	K_W01; K_W04; K_W05;K_W20; K_U01; K_U9, K_U11, K_U13, K_U24; K_K01, K_K04; K_K06;	C1	W1-W6	1,2,3	P1
EK 2	K_W04; K_W05;K_W20;; K_U9, K_U10, K_U11, K_U13, K_U24; K_K01, K_K04; K_K06;	C1, C2	W7-W14, C1- C12, C13, C14	1,2,3	F1,P1
EK 3	K_W04; K_W05; K_W20; K_U9, K_U10, K_U11, K_U13,K_U24; K_K01, K_K04; K_K06;	C1, C2	W13-W14, C12-C14	1,2,3	F1,P1
EK 4	K_W04; K_W05; K_W20; K_U9, K_U10, K_U11, K_U13,K_U24; K_K01, K_K04; K_K06;	C1	W7-W11,C5- C6	1,2,3	P1

## **II. FORMY OCENY - SZCZEGÓŁY**

<b>Efekty</b>	<b>Na ocenę 2</b>	<b>Na ocenę 3</b>	<b>Na ocenę 4</b>	<b>Na ocenę 5</b>
EK 1 Student is able to identify the importance and position of management psychology to other sciences such as general psychology, social psychology, and management.	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.
EK 2- The student is able to identify and characterize the psychological determinants of human behavior in organizations including leadership and managers work.	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
EK 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.	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.
EK 4- Student is able to characterize the issues of building and development of work teams and team management issues.	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

### **III. INNE PRZYDATNE INFORMACJE O PRZEDMIOCIE**

1. Informacja gdzie i w jaki sposób można zapoznać się z prezentacjami do zajęć
2. Informacje na temat miejsca odbywania się zajęć - informacje znajdują się na stronie internetowej wydziału
3. Informacje na temat terminu zajęć - informacje znajdują się na stronie internetowej wydziału
4. Informacja na temat konsultacji - informacje znajdują się na stronie internetowej wydziału, w sekretariacie Instytucie Socjologii i Psychologii Zarządzania oraz w gablotach informacyjnych Instytutu

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Podpis osoby sporządzającej