

1. Course information in compliance with the Study Programme of MANAGEMENT									
Course Name: <b>Psychology in the Organization</b>							Course Code: <b>B13</b>		
Type of studies: <b>Bachelor's Full-time / Part-time</b>				Profile of education: <b>PRACTICAL</b>			Specialization scope: <b>all</b>		
Year: <b>I</b> Term: <b>1</b>				Course /module status: <b>obligatory / basic education</b>			Course / module language: <b>English</b>		
Type of classes	Lectures	Practical classes			Total	consultation	ECTS Credits		
		tutorials	laboratory classes	seminars			Classes with lecturer	Independent work of student	Total
Teaching Hours Full time studies	15	15	-	-	30	3	1,2	0,8	2
including practical classes	-	15	-	-	15	2	0,6	0,4	1
Teaching Hours Part time studies	10	10	-	-	20	2	0,8	1,2	2
including practical classes	-	10	-	-	10	1	0,4	0,6	1
Form of examination	<b>Graded pass / Exam</b>								
Course / module Coordinator	dr hab. Jacek Winiarski								
Lecturers	mgr D. Stefaniak, dr K. Parafian, dr hab. Jacek Winiarski								
Priority effects of the item specified in the Senate resolution		<b>Z_W06, Z_W07, Z_U06, Z_U08, Z_K02</b>							
2. Lecturer tasks									
<b>Course learning objectives:</b>  The aim of the course is to familiarize students with the application of general psychology, social psychology, emotional psychology, motivation and psychology of individual differences for the effective work in an organization and the improvement of its performance.									
Subject code	Expected learning outcomes							Reference to learning outcomes for the field of Management	

Knowledge		
<b>W_01</b>	The student knows and understands issues related to a human / employee as an entity creating socio-economic organizations at an advanced level and knows the effects and practical applications of decisions made.	<b>Z_W0</b>
<b>W_02</b>	The student knows and understands at an advanced level the psychological and organizational aspects of the competences of managers and entrepreneurs that determine effective management and functioning.	<b>Z_W0</b>
Skills		
<b>U_01</b>	The student is able to communicate (has practical interpersonal skills) with colleagues, contractors, clients and people operating in the environment of the organization using specialized terminology.	<b>Z_U0</b>
<b>U_02</b>	The student can plan and organize his own and team work, and can lead a team of employees.	<b>Z_U0</b>
Social competence		
<b>K_01</b>	The student can plan and organize his own and team work, and can lead a team of employees.	<b>Z_K0</b>
Topics of particular classes with the number of hours		
<p style="text-align: center;"><b>LECTURES (THEORETICAL CLASSES)</b></p> <p>1 – Emotional intelligence and reading body language signals in co-workers (2h)  2 – Manipulation and techniques of social influence based on the concept of prof. R. Cialdini (2h)  3 – Cognitive tendencies and decision errors - discussion of selected heuristics (2h)  4 – Influence of personality and temperament on functioning in the organization (2h)  5 – Coping with stress at work (2h)  6 – Burnout and its consequences in the workplace (2h)  7 – Risk-taking behavior and risk taking in the workplace (3h)</p> <p style="text-align: center;"><b>TUTORIALS (PRACTICAL CLASSES)</b></p> <p>1 – Exercises in building emotional intelligence (2h)  2 - Managing oneself in time and achieving goals through effective planning (2h)  3 - TSR (Solution Focused Therapy) as a method of conflict resolution in an organization (2h)  4 - Analysis of advertising material in order to learn to recognize techniques of social influence (2h)  5 - Exercises in effective communication in the workplace (2h)  6 - Problem solving using the Walt Disney technique (2h)  7 - Workshop and exercises as methods of competency development and improving relations in the workplace (3h)</p>		
<b>Methods of teaching</b>	Interactive lecture, exercises with discussion, discussion of the presented works, analysis of case studies.	

Literature	<i>Handbook of cross-cultural psychology</i> , [ed.]J.W. Berry, M.H. Segall, C. Kagitcibasi, Needham Heights 1997
Optional Literature	Goleman D., <i>Inteligencja emocjonalna</i> , Media Rodzina, Poznań, 1997 Cialdini R., <i>Wywieranie wpływu na ludzi: teoria i praktyka</i> , GWP, Gdańsk 2017

### 3. Tasks and time of independent student work

Tasks descriptions	Number of hours		ECTS Credits	
	Full-time	Part-time	Full-time	Part-time
<b>The tasks of theoretical</b>	<b>10</b>	<b>15</b>	<b>0,4</b>	<b>0,6</b>
Studying literature	3	5	0,4	0,6
Exam preparation	3	5		
Tutorial test preparation	4	5		
<b>The tasks shaping practical skills</b>	<b>10</b>	<b>15</b>	<b>0,4</b>	<b>0,6</b>
Analysis of management styles in the enterprise	3	5	0,4	0,6
Designing an original motivation system	3	5		
Selected case study (mobbing, sexual harassment, nepotism).	4	5		
<b>TOTAL student workload in hours</b>	<b>20</b>	<b>30</b>	<b>0,8</b>	<b>1,2</b>

### 4. Methods of verification and documentation of the learning outcomes assessment

Symbol of learning outcomes	Methods of verification and documentation
<b>W_01</b>	Exam, test during exercises
<b>W_02</b>	Completion of practical tasks during exercises, evaluation of student's activity in the discussion during the interactive lecture.
<b>U_01</b>	Completion of practical tasks during exercises.
<b>U_02</b>	Assessment of the student's activity in the discussion during the interactive lecture.
<b>K_01</b>	Exam, test during exercises
	<b>Basic criteria of assessment:</b>  1. Presentation of a selected topic from contemporary sociology of the organization to a group with a discussion (50% of the final grade) 2. Test (quiz) in the Moodle system (50% of the grade) assessed according to the principle: up to 50% - insufficient 51% - 60% - satisfactory 61% - 70% -

	a sufficient plus 71% - 80% - good 81% - 90% - a good plus from 91% - very good The final module grade consists of: a positive grade for the final exam (50%) and a positive grade for the exercises (50%).
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