

Subject card

Subject name and code	Managerial Psychology, PG_00119659						
Field of study	Economics						
Date of commencement of studies	October 2023	Academic year of realisation of subject			2024/2025		
Education level	Master's studies	Subject group					
Mode of study	full-time studies	Mode of delivery			at the university		
Year of study	2	Language of instruction			Polish		
Semester of study	4	ECTS credits			3.0		
Learning profile	academic	Assessment form			credit		
Conducting unit	Division of Electronic Economy -> Department of Maritime Transport and Seaborne Trade -> Faculty of Economics -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Jacek Winiarski				
	Teachers		dr hab. Jacek Winiarski				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	15.0	0.0	0.0	0.0	15
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	15		0.0		0.0	15
Subject objectives	The objective of the course Managerial Psychology is to develop knowledge and skills in applying psychological principles to managing people and organizations. The course focuses on understanding motivation mechanisms, decision-making processes, interpersonal communication, conflict management, and building effective teams, as well as enhancing leadership competencies within the psychological context of managerial work.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[EKONMU2_W08] has an in-depth knowledge of processes occurring in enterprises and economic organisations and with related areas, as well as of processes of change in public institutions; knows methods of research on the regularities governing these changes, taking into account the influence of external stakeholders on them	The student has in-depth knowledge of processes occurring within enterprises and economic organizations, as well as their interactions with related fields. They understand the mechanisms of change in public institutions and are familiar with research methods to study the principles governing these changes, considering the influence of external stakeholders and the psychological aspects of change management.	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report
	[EKONMU2_U07] can independently propose solutions to complex economic or social problems, select methods of analysis and conduct conclusive procedures in this respect	The student is capable of independently proposing solutions to complex economic or social problems. They can select appropriate analytical methods and implement decision-making procedures, considering psychological factors in decision-making and the dynamics of organizational processes.	[SU1] oral statement/conversation/ discussion [SU2] presentation/project/paper/ report
	[EKONMU2_K03] inspires and organises preparation of economic and social projects, following the idea of sustainable development, reconciling legal, economic, ecological, political and social requirements	The student inspires and effectively organizes the implementation of socio-economic projects aligned with the principles of sustainable development. They are able to balance legal, economic, ecological, political, and social requirements, considering the psychological aspects of team and process management.	[SK1] oral statement/conversation/ discussion [SK2] presentation/project/paper/ report
	[EKONMU2_K05] correctly identifies, diagnoses and solves dilemmas and alternative solutions related to the profession	The student is able to accurately identify and analyze professional dilemmas, evaluate various solution options, and make responsible decisions, taking into account the specifics of managerial work and professional ethical standards.	[SK1] oral statement/conversation/ discussion [SK2] presentation/project/paper/ report
	[EKONMU2_U02] can use acquired knowledge to describe and analyse the causes and course of economic and social processes and phenomena, and can formulate his/her own opinions and critically select data and analysis methods based on the achievements of economic and social sciences	The student is able to apply their knowledge to describe and analyze the causes and dynamics of economic and social processes. They can formulate independent opinions, critically evaluate data and analysis methods, drawing on the achievements of economic and social sciences, while considering the psychological aspects of these phenomena.	[SU1] oral statement/conversation/ discussion [SU2] presentation/project/paper/ report
	[EKONMU2_U01] can creatively interpret and explain economic and social phenomena and relations between them, using acquired knowledge of economics, finance and management sciences	The student is capable of creatively analyzing and interpreting economic and social phenomena, as well as the relationships between them. They apply their knowledge of economics, finance, and management sciences, considering psychological mechanisms influencing these processes.	[SU1] oral statement/conversation/ discussion [SU2] presentation/project/paper/ report
	[EKONMU2_K04] is ready to think and act in an entrepreneurial manner; adapts to new situations and conditions; undertakes challenges of creative thinking; acquires resilience to failures; can assess risks and threats and find ways of counteracting their effects	The student demonstrates readiness for entrepreneurial thinking and action, adapts flexibly to changing circumstances, embraces challenges requiring creativity, and develops resilience to failures. They are capable of assessing risks and threats and effectively devising strategies to mitigate their impact.	[SK1] oral statement/conversation/ discussion [SK2] presentation/project/paper/ report

	Course outcome	Subject outcome	Method of verification
	[EKONMU2_W03] has an in-depth knowledge of relations between economic phenomena, entities and organisations as well as public institutions functioning in the national, international and intercultural spheres	The student has in-depth knowledge of the relationships between phenomena, economic entities, organizations, and public institutions. They understand the dynamics of these interactions in national, international, and cross-cultural contexts, considering psychological aspects of collaboration and communication in complex environments.	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report
	[EKONMU2_W07] has an in-depth knowledge of economic and financial principles governing the functioning and management of economic entities and organisations, as well as of systems of legal, organisational, professional, moral and ethical norms and rules organising public structures and institutions, both in the national and international spheres	The student has advanced knowledge of the economic and financial principles governing the functioning and management of economic entities and organizations. They understand the systems of legal, organizational, professional, moral, and ethical norms that structure public institutions and organizations, both domestically and internationally, incorporating psychological aspects of management.	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report
Subject contents	<p>Lecture 1: Introduction to Managerial Psychology (2 hours)</p> <ul style="list-style-type: none"> • Definition and scope of managerial psychology. • The role of psychology in management. • Key managerial competencies and psychological aspects (emotional intelligence, empathy, self-awareness). • Challenges faced by contemporary managers. <p>Lecture 2: Motivating Teams and Individuals (2 hours)</p> <ul style="list-style-type: none"> • Theories of motivation (e.g., Maslow, Herzberg, Deci and Ryan). • Psychological approaches to motivating employees in practice. • Individual differences in motivation: tailoring management styles. • Motivation in multicultural and international teams. <p>Lecture 3: Psychology of Leadership (2 hours)</p> <ul style="list-style-type: none"> • Leadership styles: transformational, situational, and servant leadership theories. • Psychological aspects of building managerial authority. • The leaders impact on team atmosphere and effectiveness. • Managing change and the role of leadership psychology. <p>Lecture 4: Communication in Management (2 hours)</p> <ul style="list-style-type: none"> • Psychological mechanisms of interpersonal communication. • Effective managerial communication tools: feedback, active listening, conflict management. • Overcoming communication barriers within teams. • The influence of organizational culture on communication styles. <p>Lecture 5: Stress and Burnout Management (2 hours)</p> <ul style="list-style-type: none"> • The psychology of stress in the workplace: sources, mechanisms, and consequences. • Burnout syndrome recognition and prevention. • Strategies for coping with stress for managers and teams. • Promoting work-life balance in the organization. <p>Lecture 6: Psychology of Managerial Decision-Making (2 hours)</p> <ul style="list-style-type: none"> • The decision-making process: rational and intuitive models. • Psychological traps in decision-making (e.g., confirmation bias, overconfidence). • The role of emotions in decision-making. • Case study: analyzing managerial decisions in challenging scenarios. <p>Lecture 7: Team Building and Management (3 hours)</p> <ul style="list-style-type: none"> • Stages of team development and group roles (Tuckmans model, Belbins roles). • Psychological aspects of teamwork and collaboration. • Managing conflict within a group. • Building employee engagement and loyalty. • Remote and hybrid teams: psychological challenges and management strategies. 		
Prerequisites and co-requisites	No		

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
			51.0%
Recommended reading	Basic literature	<ul style="list-style-type: none"> • Nęcka, E., Orzechowski, J., & Szymura, B. (2013). Psychologia poznawcza. Wydawnictwo Naukowe PWN. • Fortuna, P. (2018). Subiektywna psychologia biznesu. Gdańskie Wydawnictwo Psychologiczne. 	
	Supplementary literature	Tracy, B., & Scheelen, F. M. (2001). <i>Osobowość lidera</i> . Wydawnictwo Studio Emka.	
	eResources addresses		
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> 1. What are the key features of emotional intelligence, and how do they influence a manager's effectiveness in team management? 2. Discuss the importance of different leadership styles (e.g., transformational, situational) in fostering team engagement. Provide examples of situations where a specific style might be most effective. 3. How can a manager address stress and burnout within their team? Discuss strategies from the perspective of occupational psychology. 		
Work placement	Not applicable		

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