

**Subject card**

<b>Subject name and code</b>	Foundations of Psychology for Management, PG_00136763						
<b>Field of study</b>	Management						
<b>Date of commencement of studies</b>	October 2023	<b>Academic year of realisation of subject</b>			2025/2026		
<b>Education level</b>	Bachelor's studies	<b>Subject group</b>			Obligatory subject group in the field of study		
<b>Mode of study</b>	part-time studies	<b>Mode of delivery</b>			at the university		
<b>Year of study</b>	3	<b>Language of instruction</b>			Polish		
<b>Semester of study</b>	5	<b>ECTS credits</b>			3.0		
<b>Learning profile</b>	academic	<b>Assessment form</b>			credit		
<b>Conducting unit</b>	Department of Organisational Behaviour -> Faculty of Management -> Rector						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr inż. Dorota Jendza				
	<b>Teachers</b>						
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	14.0	0.0	0.0	0.0	0.0	14
	E-learning hours included: 0.0						
<b>Learning activity and number of study hours</b>	<b>Learning activity</b>	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	<b>Number of study hours</b>	14		0.0		0.0	14
<b>Subject objectives</b>	The aim of the course is to equip students with the basic knowledge and skills in psychology that are necessary to effectively manage people and teams in organisations. Students will learn about the psychological mechanisms that influence the individual and groups' behaviours in the work environment, which will enable them to better understand and predict the reactions of employees and effectively influence their motivation, commitment and development.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZL3_U03] The student is able to take into account their ethical, social and ecological consequences in the decision-making process.	Students will be able to evaluate and consider the ethical and social implications of management decisions, analysing the impact of these decisions on employees, the organisation and its environment.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU3] text preparation/written work
	[ZARZL3_K03] The student knows the need to identify important problems, including economic and social issues, and plan ways to solve them.	The student is able to identify psychological factors affecting the functioning of teams and organisations and apply appropriate psychological methods and tools in managing people and solving organisational problems.	[SK1] oral statement/conversation/discussion [SK2] presentation/project/paper/report [SK3] text preparation/written work
	[ZARZL3_K02] The student is aware of the need to supplement and expand the acquired knowledge and skills and strives to combine knowledge from different fields and disciplines of science interdisciplinarily.	The student is aware of the importance of continuous professional development in the field of management psychology, is able to independently identify educational needs and integrate psychological knowledge with issues from the field of management, economics and sociology in order to solve organisational problems.	[SK1] oral statement/conversation/discussion [SK2] presentation/project/paper/report [SK5] implementation of a problem task
	[ZARZL3_W07] The student has knowledge of the evolution of views on the role of business in society and the place of man in organizations, his role in social, economic and administrative activities.	Students will be familiar with major psychological concepts and theories on the role of the human being in organisations, understand how views on the management of people and the functioning of businesses have changed in social, economic and administrative contexts, and be able to analyse the impact of these changes on contemporary management practices.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW5] implementation of a problem task
	[ZARZL3_W05] The student knows the relationships that occur between organizations (including forms of interaction between business entities in the market) and between the organization and the individual, especially the employee and the customer.	Students will be familiar with the relationships between organisations, including various forms of cooperation and competition in the marketplace, and internal relationships within organisations, particularly those relating to interactions between employees and between employees and the leader.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report
	[ZARZL3_W14] The student has a structured detailed knowledge of the selected specialty in the field of management.	The student has a structured knowledge of management psychology, including the major theories, models and methods used in human resource management and organisational behaviour analysis, and is able to apply this knowledge in the context of practical management challenges.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW3] text preparation/written work
Subject contents	<p>1. Individual employee characteristics and their importance in the management process (personality traits, temperament) 2. Psychological determinants of leadership (sense of agency, self-esteem, coping with stress) 3. Importance of adjustment in the employee-organisation relationship (motivational adjustment, different orientations of human action in the organisation) 4 Psychological aspects of communication (transactional analysis by Eric Berne, Friedemann Schulz von Thun's four ears model) 5. Psychology of team and team cooperation (stages of team development, group processes, intergroup dynamics) 6. Psychological aspects of organisational change (cognitive role of change perception - Lazarus and Folkman Model, coping with resistance during change, conditions for change commitment)</p>		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
		30.0%	30.0%
		70.0%	70.0%

Recommended reading	Basic literature	B. Rożnowski, P. Fortuna (eds.), Psychology of business, PWN 2020 (chapters 1,5, 19, 20, 21, 23, 24, 26)  B. Kożusznik, Managing an employee team, PWE 2005
	Supplementary literature	T. Besta, N. Kosakowska-Berezecka, Miedzy grupami. A guide to relationships with people who are different from us, Smak Sowa, 2017
	eResources addresses	
Example issues/ example questions/ tasks being completed		
Work placement	Not applicable	

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