

FACULTY OF MANAGEMENT**SUBJECT CARD****Name of subject in Polish: Psychologia Biznesu****Name of subject in English: Business Psychology****Main field of study (if applicable): Business Engineering****Specialization (if applicable): Business Intelligence****Profile: academic****Level and form of studies: 2nd level, full-time****Kind of subject: optional****Subject code W08IZZ-SM8023****Group of courses NO**

	Lecture	Classes	Laboratory	Project	Seminar
Number of hours of organized classes in University (ZZU)					30
Number of hours of total student workload (CNPS)					30
Form of crediting					crediting with grade
For group of courses mark (X) final course					
Number of ECTS points					2
including number of ECTS points for practical classes (P)					2
including number of ECTS points corresponding to classes that require direct participation of lecturers and other academics (BU)					1,28

PREREQUISITES RELATING TO KNOWLEDGE, SKILLS AND OTHER COMPETENCES

1. Basic knowledge of general psychology, i.e. mechanisms that guide thinking, decision-making and motivated human behavior
2. Ability to speak and write concisely.
3. Knowledge of presentation techniques.
4. Ability to work in groups.

SUBJECT OBJECTIVES

- C1 Acquainting students with the psychology of individual and group behavior and their interaction
- C2 Developing awareness of the importance of psychological aspects of matching an individual to specific career patterns
- C3 Acquainting students with the importance of leadership in an organization and psychological processes in terms of predictors and leadership consequences for organizations and employees
- C4. Developing skills associated with researching theoretical and practical data, understanding results of scientific research, communicating effectively outcomes of scientific research

SUBJECT EDUCATIONAL EFFECTS

relating to knowledge:

PEU_W01 Understands the role of the interaction of individuals and groups in a specific organizational context.

relating to skills:

PEU_U01 Identifies psychological factors contributing to employees work motivation, satisfaction and engagement.

PEU_U02 Identifies psychological factors contributing to effective managing people in project tasks and successful organizational leadership.

relating to social competences: PEU_K01 Communicates effectively and empathetically with others, while respecting different perspectives and worldviews PEU_K02 Can convey his own views and stand up for them. Is prepared to persuade and negotiate for the sake of achieving common goals.

PROGRAMME CONTENT		
Seminar		Number of hours
Se 1	Analysis of the organization as an interactive system of mutual interactions between employees and the organization - a psychological perspective	2
Se 2	Individual differences of employees and their fit to the profession	2
Se 3	Individual differences between employees in terms of resources and ability to meet job demands: cognitive demands, emotional demands, quantitative demands, and work pace	2
Se 4	Perception of meaning of work and the sense of influence at work	2
Se 5	Attitudes, values and job satisfaction as determinants of commitment to work	2
Se 6	Employee - co-workers - managers interactions: social climate at work, sense of justice, and relations with management	2
Se 7	Motivation at work: internal employee motivation: determinants and consequences	2
Se 8	Motivation at work: external motivators and their importance	2
Se 9	Building teams and effective functioning of teams	2
Se 10	Individual behavior in project teams; innovative teams of the world	2
Se 11	Psychology decision-making and moral judgment: cases of bankruptcy of "big business"	2
Se 12	The emergence of leadership: psychological and organizational determinants of differences between leaders and managers. A biographical study of great world leaders.	2
Se 13	Employee well-being: health, stress, and stress coping	2
Se 14	Mobbing at work	2
Se 15	Psychological differences between employees of business organizations and non-governmental organizations	2
Total hours		30

TEACHING TOOLS USED
N1. Analyzing scientific publications N2. Case studies N3. In-class video material/discussion N4. Multimedia presentation

EVALUATION OF SUBJECT LEARNING OUTCOMES ACHIEVEMENT		
Evaluation (F – forming during semester), P – concluding (at semester end)	Learning outcomes code	Way of evaluating learning outcomes achievement
F1 two (2) assignments/tasks	PEU_U01, PEU_U02	Assessment of the formal value and practical significance of the tasks performed
F2 (in-class activity)	PEU_K01, PEU_K02	Appraisal of in-class activity and group work
P (seminar) $2 \cdot 0,4 \cdot F1 + 0,2 \cdot F2$		

PRIMARY AND SECONDARY LITERATURE
<u>PRIMARY LITERATURE:</u> [1] McKenna, E. (2020; 6 th ed.). <i>Business psychology and organizational behaviour</i> . Routledge: ISBN-13: 978-1138182646 [2] Johnson, R.D., ed. (2021). <i>Handbook of research on multidisciplinary perspectives on managerial and leadership psychology (Advances in logistics, operations, and management science)</i> . Business Science Reference: ISBN-13: 978-1799838111 [3] Sawhney, G., Michel, J.S. (2021). Challenge and Hindrance Stressors and Work Outcomes: the moderating Role of Day-Level Affect. <i>Journal of Business and Psychology</i> , 36,4. <u>SECONDARY LITERATURE:</u> [2] Kahneman, D. (2013). <i>Thinking, Fast and Slow</i> . Farrar, Straus and Giroux: ISBN 13: 978-0374533557
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