

1.	Field of study	Human Resource Management in Organisation
2.	Faculty	Faculty of Social Sciences
3.	Academic year of entry	2023/2024 (winter term), 2024/2025 (winter term)
4.	Level of qualifications/degree	first-cycle studies
5.	Degree profile	general academic
6.	Mode of study	part-time

7. General information about the module	
Module name	Psychologia w zarządzaniu organizacją
Module code	W3-ZZ-N1-PWZO
Number of the ECTS credits	3
Language of instruction	Polish
Purpose and description of the content of education	Celem kursu jest przedstawienie aktualnego stanu wiedzy dotyczącej psychologicznych podstaw zarządzania organizacjami, relacji między organizacjami a otoczeniem, atmosfery organizacyjnej oraz kultury organizacyjnej. Dodatkowo omówione zostaną funkcje zarządzania takie jak: planowanie, podejmowanie decyzji, organizowanie, rekrutacja pracowników, przywództwo, motywowanie do pracy oraz kontrola. Dodatkowym celem jest rozwinięcie umiejętności identyfikowania i rozwiązywania podstawowych problemów w praktyce zarządzania ze szczególnym uwzględnieniem wpływu kontekstu, czasu i relacji międzyludzkich na praktykę zarządzania organizacjami.
List of modules that must be completed before starting this module (if necessary)	not applicable

8. Learning outcomes of the module			
Code	Description	Learning outcomes of the programme	Level of competenc (scale 1-5)
K01	posiada kompetencje do wykorzystywania potencjału wynikającego z indywidualnych różnic w celu skutecznego zarządzania ludźmi; jest zdolny do pobudzania i kierowania psychologiczno-funkcjonalnymi aspektami zarządzania	K01 K02 K03	2 3 2
U01	posiada umiejętność wykorzystania teoretycznej wiedzy z zakresu zarządzania organizacjami do identyfikacji nieprawidłowości w funkcjonowaniu wybranych organizacji oraz proponowania konkretnych rozwiązań problemów zarządczych w tych organizacjach	K05 U01 U02	1 4 4
U02	ma umiejętność analizowania przyczyn i przebiegu skomplikowanych procesów i zjawisk dotyczących zachowań ludzi w organizacji	U01 U02 U03	2 2 2
W01	posiada wiedzę na temat różnych rodzajach struktur społecznych i instytucjach życia społecznego oraz o zachodzących w nich relacjach istotnych z punktu widzenia psychologii zarządzania	W01 W02 W04	2 2 4

W02	posiada wiedzę na temat teoretycznych i praktycznych aspektów funkcjonowania jednostek ludzkich w organizacjach oraz sposobu działania organizacji w dynamicznym otoczeniu; zna pojęcia związane z realizacją funkcji zarządzania w organizacjach, takich jak planowanie, organizowanie, kierowanie i kontrolowanie	W02 W03 W04	2 2 4
W03	posiada wiedzę na temat roli i umiejętności kierownika; zna metody, które mogą poprawić efektywność pracy kierowniczej oraz posiada podstawową wiedzę na temat różnych stylów kierowania	W04 W06 W07	3 2 4

9. Methods of conducting classes		
Code	Category	Name (description)
b02	Problem-solving methods	Lecture-discussion <i>transmission of content involving interaction with the lecture audience; discussion of lecture-related issues is one of its elements or constitutes its follow-up</i>
b04	Problem-solving methods	Activating method – discussion / debate <i>an exchange of views supported by substantive arguments leading to a clash of different views, a compromise or the identification of common positions; it proceeds according to previously agreed-upon rules regarding the time, manner and turn-taking as well as the principles of civil discourse; a discussion is not a competition but aims at finding the best solutions or presenting different points of view; its varieties include brainstorming, Oxford-style debate, panel discussion, decision tree, conference discussion; a debate is an orderly dispute between supporters and opponents of a viewpoint, usually specialists in the field or pre-selected representatives of a group dealing with a common problem</i>
c07	Demonstration methods	Screen presentation <i>a presentation of synthetic image content using computer graphics, e.g., a series of slides or other multimedia forms, usually accompanied by a commentary; typical components of a screen presentation include text organized into bulleted points, charts, images and animations, sometimes sound effects or music; a multimedia illustration of course content presented in the form of a projected image</i>
f02	Methods of self-learning	Individual work with a text <i>searching for and acquiring new information using textbooks and other written sources (including their digital versions); searching for texts, selecting fragments for analysis/interpretation, using other texts to solve a problem related to the studied issue</i>

10. Forms of teaching					
Code	Name	Number of hours	Assessment of the learning outcomes of the module	Learning outcomes of the module	Methods of conducting classes
01	discussion classes	18	course work	K01, U01, U02, W01, W02, W03	b02, b04, c07, f02

11. The student's work, apart from participation in classes, includes in particular:			
Code	Category	Name (description)	Is it part of the BUNA?
a01	Preparation for classes	Search for materials and review activities necessary for class participation <i>reviewing literature, documentation, tools and materials as well as the specifics of the syllabus and the range of activities indicated in it as required for full participation in classes</i>	No
a02	Preparation for classes	Literature reading / analysis of source materials <i>reading the literature indicated in the syllabus; reviewing, organizing, analyzing and selecting source materials to be used in class</i>	No

a03	Preparation for classes	Developing practical skills <i>activities involving the repetition, refinement and consolidation of practical skills, including those developed during previous classes or new skills necessary for the implementation of subsequent elements of the curriculum (as preparation for class participation)</i>	Yes
a04	Preparation for classes	Consulting materials complementary to those indicated in the syllabus <i>agreeing on materials complementary to those indicated in the syllabus, supporting the implementation of tasks resulting from or necessary for class participation</i>	Yes
b01	Consulting the curriculum and the organization of classes	Getting acquainted with the syllabus content <i>reading through the syllabus and getting acquainted with its content</i>	Yes
c01	Preparation for verification of learning outcomes	Determining the stages of task implementation contributing to the verification of learning outcomes <i>devising a task implementation strategy embracing the division of content, the range of activities, implementation time and/or the method(s) of obtaining the necessary materials and tools, etc.</i>	No
c02	Preparation for verification of learning outcomes	Studying the literature used in and the materials produced in class <i>exploring the studied content, inquiring, considering, assimilating, interpreting it, or organizing knowledge obtained from the literature, documentation, instructions, scenarios, etc., used in class as well as from the notes or other materials/artifacts made in class</i>	No
c03	Preparation for verification of learning outcomes	Implementation of an individual or group assignment necessary for course/phase/ examination completion <i>a set of activities aimed at performing an assigned task, to be executed out of class, as an obligatory phase/element of the verification of the learning outcomes assigned to the course</i>	No
d01	Consulting the results of the verification of learning outcomes	Analysis of the corrective feedback provided by the academic teacher on the results of the verification of learning outcomes <i>reading through the academic teacher's comments, assessments and opinions on the implementation of the task aimed at checking the level of the achieved learning outcomes</i>	Yes
d02	Consulting the results of the verification of learning outcomes	Development of a corrective action plan as well as supplementary/corrective tasks <i>reviewing and selecting tasks and activities enabling the elimination of errors indicated by the academic teacher, their verification or correction resulting in completing the task with at least the minimum passing grade</i>	Yes

Information on the details of the module implementation in a given academic year can be found in the syllabus available in the USOS system: <https://usosweb.us.edu.pl>.