

**Field of study:****Psychology**

Subject: Tools of applied psychology - team management practices

Level of study: graduate studies

System of study: Full-time

Profile of studies: general academic

Subject: Tools of applied psychology - team management practices

Form of classes and the ECTS points

| | Number of hours | ECTS points | Credit |
|----------|-----------------|-------------|--------|
| lectures | 30 | | exam |
| Total | 30 | 6 | |

Aims of teaching

This course aims at providing students with psychological tools for promoting team management and cohesion in an organizational context. Upon successful completion of this course, students will have an understanding of communication techniques and motivational psychology principles combined with their practical applicability to team management. Key concepts of leadership and motivational theory will be discussed, with a focus on a human relations approach to management. The course will cover fields of managerial theory, economics and applied psychology.

Intended learning outcomes

| KNOWLEDGE | | |
|--------------------|--|--|
| SYMBOL | DESCRIPTION | REFERENCE TO THE PROFILE OUTCOME |
| P_W1 | Upon successful completion of the course, students will: - posses expert knowledge on the development of modern management techniques and their historical background - have the ability to conceptualize different theoretical models and their applicability with regards to a changing organizational context - understand the underlying mechanisms of managerial theory (economic, philosophical and psychological) and their role in the professional environment - have an understanding of the organizational consequences resulting from specific psychological team management tools | Ps_WG01_Mgr Ps_WG03_Mgr Ps_WG10_Mgr |
| SKILLS | | |
| SYMBOL | DESCRIPTION | REFERENCE TO THE PROFILE OUTCOME |
| P_U1 | Upon successful completion of this course, students will: - have the ability to create team cohesion and cooperation through complex leadership toolkits discussed during lectures - be able to properly select and use psychological methods and tools, including advanced communication techniques (the 4C model), to creatively solve organizational problems - be able to adequately modify existing managerial methods in order to improve dysfunctional organizational culture | Ps_UW01_Mgr Ps_UW06_Mgr Ps_UK03_Mgr |
| SOCIAL COMPETENCES | | |
| SYMBOL | DESCRIPTION | REFERENCE TO THE PROFILE OUTCOME |
| P_K1 | Upon successful completion of this course, students will: - reveal a high degree of responsibility for fulfilling social obligations arising from the role of a manager, such as being focused on the self-actualization needs of employees - be ready to inspire and organize preventive, diagnostic and educational activities for the benefit of the organizational environment - realize that the profession of a manager is a profession of public trust, and will be ready to uphold the ethos of this profession through responsible behavior, striving for leadership and personal development in the organizational environment | Ps_KK01_Mgr Ps_KO03_Mgr Ps_KR01_Mgr Ps_KK04_Mgr |

Course content

| NUMBER | DESCRIPTION | FORM OF CLASSES | NUMBER OF HOURS |
|--------|--|-----------------|-----------------|
| 1 | <p>The main objective of the course is to aid its' participants in the development of strong psychological skills for successful leadership and team management.</p> <p>In the pursuit of achieving said goal, the course will cover theoretical elements of managerial psychology, leadership principles and self-actualization theory. This will be combined with the aim of translating said knowledge into routinised behavior, as well as a final project in which students will be asked to apply the psychological tools in the role of a CEO.</p> <p>The course will be divided into five main topics which will be discussed during classes:</p> <p>An introduction to leadership skills - Amazon's 14 leadership principles and their applicability to different organizational contexts. What defines successful leaders, and what common characteristics do they possess? What is the importance of leadership skills in team management?</p> <p>The foundations of communication skills - The 4C model of communication. Proper argumentation and negotiation. The importance and use of listening skills.</p> <p>Team building & management - Mechanisms to increase cohesion and connectedness within a team. Innovation management. The shift from classical management theory to motivational theory in management.</p> <p>Self-actualization - the importance and process of realizing one's potential combined with the implementation of self-actualization in management. Self-actualization principles of Maslow's hierarchy of needs in combination with Eupsychian Management. McGregor's Theory X & Theory Y. Managerial incentive mechanisms.</p> <p>- The formulation of managerial strategies - The implementation of the acquired psychological tools in different organizational structures. Case studies (Kodak, Apple & Amazon).</p> | lectures | 30 / 30 |

Conditions of completion

LECTURES

| TYPE OF CREDIT | CREDIT INFLUENCE (IN %) |
|---------------------|-------------------------|
| Presence in classes | 20 |
| Project | 80 |

Teaching methods

- case studies
- groups discussion
- lectures
- presentations

Reading (compulsory)

- Lack of literature

Reading (additional)

- Burger, D. H., Crous, F., & Roodt, G.. Exploring a model for finding meaning in the changing world of work (Part 3: Meaning as framing context) 2013
- Kessler, E. H. . Theory X and Theory Y 2017
- Meyer, C. K., Strong, R. B., & Geerts, J. A.. Eupsychian Management: Organizational Change, Behavior, Motivation, And Trust 2014
- Özmert, M.. Logotherapy as a strategy for attaining meaningful organizations and meaning at work 2015
- Pardee, R.. Motivation Theories of Maslow, Herzberg, McGregor & McClelland. A Literature Review of Selected Theories Dealing with Job Satisfaction and Motivation 1990
- Stoyanov, S., & Diderich, M. . The human side of enterprise 2017

Odniesienie efektów przedmiotowych do efektów kierunkowych, treści kształcenia, metod weryfikacji

| SYMBOL | REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME | REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT | REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS |
|---------------------------|--|--|--|
| KNOWLEDGE | | | |
| P_W1 | Ps_WG01_Mgr Ps_WG03_Mgr Ps_WG10_Mgr | 1 | |
| SYMBOL | REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME | REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT | REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS |
| SKILLS | | | |
| P_U1 | Ps_UW01_Mgr Ps_UW06_Mgr Ps_UK03_Mgr | 1 | |
| SYMBOL | REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME | REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT | REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS |
| SOCIAL COMPETENCES | | | |
| P_K1 | Ps_KK01_Mgr Ps_KO03_Mgr Ps_KR01_Mgr Ps_KK04_Mgr | 1 | |