



Ljubljana Summer School
"Take the Best from East & West"
 4 – 22 July 2022

Psychology for Managers

Bachelor course (ECTS: 6)

14.00 – 16.30

STANKIEWICZ Katarzyna

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Course objectives and learning outcomes:

The course provides insight to understanding the behavior of people in workplace and organizational contexts. The course aims at showing how psychological theories and research can be successfully applied to identify psychological factors unique to individuals working in organizations. It is supposed to equip managers and future managers with tools to solve essential problems and makes organizations more effective. Studying *Psychology for Managers* online allows students to gain participative understanding of challenges which managers face in a world relying on utilization of modern information technologies. Opportunities and limitations arising from it will be addressed throughout the course

Prerequisites for attending the course:

None.

Course syllabus/Daily topics:

PROGRAMME DAY	ACTIVITY/TOPIC/SESSION
Monday, 4 July	LSS Welcome session (no lectures)
Tuesday, 5 July	An introduction to psychology for managers: Why study psychology for managers? The evolution of psychological perspectives Work motivation: Motivation in work context Overview theories: content and process theories of work motivation
Wednesday, 6 July	Work motivation: Motivation and pay The social process of motivating others Empowerment and commitment Practical motivation: how to set goals
Thursday, 7 July	Perception and assessment The basic perceptual model and social perception Differences in perceptual abilities Perceiving others and assessment of their behaviour and performance



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	<p>Accuracy in perception of others</p> <p>Outcomes of social perception</p>
Friday, 8 July	<p>Individual differences: personality, cognition, aptitude and ability:</p> <p>Personality and behaviour</p> <p>Importance of personality in the work place</p> <p>Individual potential of employees: how to use it</p>
Monday, 11 July	<p>Communication:</p> <p>Model of interpersonal communication</p> <p>Barriers of interpersonal communication</p> <p>Individual vs. organizational communication</p> <p>Different forms and barriers of organizational communication</p>
Tuesday, 12 July	<p>The significance of nonverbal communication:</p> <p>Principles and functions of nonverbal communication</p> <p>Nonverbal communication in relational and professional contexts.</p> <p>Cultural differences in nonverbal communication.</p>
Wednesday, 13 July	<p>Individuals, Groups, Teams</p> <p>Psychological mechanisms affecting team work</p> <p>Synergy: when the whole is greater than the sum of its parts</p> <p>Dysfunctions of Teams</p> <p>Psychological predispositions to teams' roles</p>
Thursday, 14 July	<p>Decision making: 3 hrs</p> <p>Individual and group decisions in a workplace</p> <p>Type of decision, bounded and unbounded problems</p> <p>Factors affecting decision making</p> <p>Rational - irrational – emotional choice</p> <p>Post decision behaviour</p> <p>Group influences of individual decision</p>
Monday, 18 July	<p>Creativity and innovation: 3 hrs</p> <p>Creative thinking process and techniques</p> <p>Creative problem solving</p> <p>Characteristic of creative people</p>
Tuesday, 19 July	<p>Stress in the workplace: 3 hrs</p> <p>The importance of stress</p> <p>The costs of stress</p> <p>Sources and causes of stress</p> <p>Individual and organizational stress management</p>
Wednesday, 20 July	No lectures (preparation for final examination)
Thursday, 21 July	Final examination / Project presentations
Friday, 22 July	Meeting hours with students & LSS Farewell session



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Teaching methods and tools/software used:

During the course a variety of teaching methods will be used and practical applications of covered material will be emphasized. Methods will include lectures, class and small-group discussions, workshops presentation and demonstrations with full use of virtual collaboration.

Course materials/List of readings:

- Arnold J., (2016) Work Psychology. Understanding Human Behaviour in the work place. Trans-Atlantic Publications, Inc.
- Balzac, S.R. (2014) Organizational Psychology for managers. Springer.
- Landy F.J., Conte J.M. (2017) Work in the 21st Century: An Introduction to Industrial and Organizational Psychology. Wiley Publisher. (5th edition)
- Muchinsky, P.M, Howes,S. (2018) Psychology Applied to Work. Hypergraphic Press.(12th Edition)

Examination methods and evaluation criteria (weighted categories):

Open Book Exam: 70%

Assignments (short homework, individual and team activities): 30%

Grading scale:

DEFINITION	%	LOCAL SCALE	ECTS SCALE	Grade (USA)
exceptional knowledge without or with negligible faults	92-100	10	A	A+, A, A-
very good knowledge with some minor faults	85-91	9	B	B+, B
good knowledge with certain faults	77-84	8	C	B
solid knowledge but with several faults	68-76	7	D	C+, C, C-
knowledge only meets minimal criteria	60-67	6	E	D+, D
knowledge does not meet minimal criteria	<60	5	F	

Short course leader(s) biography:

Katarzyna Stankiewicz holds PhD in psychology. Her research interests focus on diverse team management, psychological determinants of teamwork effectiveness and psychological aspects of entrepreneurship. She has received training in more than 10 countries and has delivered lectures and led workshops and seminars in Poland, Germany, France, Portugal, Spain, Slovenia and China. Katarzyna incorporates her international experience and psychology background into a truly interdisciplinary module that meets the needs of modern managers.