

PSYCHOLOGY FOR MANAGERS

Bachelor course (ECTS: 6)

Course leader:

STANKIEWICZ Katarzyna, Gdańsk University of Technology, Poland

Katarzyna holds a PhD in Psychology from University of Gdańsk. 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 and business people.

Aims of the course:

The course provides insight to understanding the behaviour 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.

Prerequisites:

None.

Course content:

DATE	DAILY TOPIC/SESSION
Monday, 8 July	Course introduction (1h) An introduction to psychology for managers: Why study psychology for managers? The evolution of psychological perspectives
Tuesday, 9 July	Lectures (3h) Work motivation: Motivation in work context How does motivation work Motivation vs. performance Motivation vs. satisfaction
Wednesday, 10 July	Lectures (3h) Work motivation: Overview theories: content and process theories of work motivation Motivation and pay- is it all about money?
Thursday, 11 July	Lectures (3h) Motivation in groups and teams Empowerment and commitment

	Practical motivation: how to set goals and give a motivational speech
Friday, 12 July	Lectures (3h) Perception and assessment The basic perceptual model and social perception Differences in perceptual abilities Perceiving others and assessment of their behaviour and performance Accuracy in perception of others
Monday, 15 July	Lectures (3h) Individual differences: personality, cognition, aptitude and ability: Personality and behaviour Importance of personality in team and at the work place Individual potential of employees: how to use it
Tuesday, 16 July	Lectures (3h) Individuals, Groups, Teams Psychological mechanisms affecting team work Synergy: when the whole is greater than the sum of its parts Dysfunctions of Teams Psychological predispositions to teams' roles
Wednesday, 17 July	Lectures (3h) Decision making: Individual and group decisions in a workplace Factors affecting decision making Group influences of individual decision Rational - irrational – emotional choice Post decision behavior
Thursday, 18 July	Lectures (3h) Communication: Model of interpersonal communication Barriers of interpersonal communication Individual vs. organizational communication Different forms and barriers of organizational communication
Friday, 19 July	<i>No lectures (day off)</i>
Monday, 22 July	Lectures (3h) The significance of nonverbal communication: Principles and functions of nonverbal communication Nonverbal communication in relational and professional contexts. Cultural differences in nonverbal communication
Tuesday, 23 July	Lectures + Preparation for final examination (3h) Stress in the workplace: 3 hrs The importance of stress The costs of stress Sources and causes of stress Individual and organizational stress management
Wednesday, 24 July	Final exam

Course materials / List of readings:

Arnold J., (2020) Work Psychology. Understanding Human Behaviour in the work place. Pearson Education

Landy F.J., Conte J.M. (2019) *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology*. John Wiley & Sons Inc

Muchinsky, P.M, Howes,S. (2018) *Psychology Applied to Work*. Hypergraphic Press.

Yates J., Zibarras L. (2023) *Organisational Psychology:An Essential Guide*.

Teaching and examination methods:

During the course a variety of teaching methods will be used, including presentation, discussion, exercises, class workshops and demonstrations all in relation to practical applications.

Final test, homework/assignment, possibility of gaining extra points for active participation

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	