

Subject card

Subject name and code	Organizational Psychology, PG_00155981						
Field of study	Management of Healthcare Institutions						
Date of commencement of studies	October 2025		Academic year of realisation of subject			2025/2026	
Education level	Bachelor's studies		Subject group			Obligatory subject group in the field of study	
Mode of study	full-time studies		Mode of delivery			at the university	
Year of study	1		Language of instruction			Polish	
Semester of study	1		ECTS credits			3.0	
Learning profile	practical		Assessment form			credit	
Conducting unit	Department of Organisation and Management -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr inż. Dorota Jendza				
	Teachers		dr inż. Dorota Jendza				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	15.0	0.0	0.0	0.0	30
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	30		5.0		40.0	75
Subject objectives	The aim of the course is to equip students with the basic knowledge and skills in psychology that are necessary to effectively manage people and teams in organisations. Students will learn about the psychological mechanisms that influence the individual and groups' behaviours in the work environment, which will enable them to better understand and predict the reactions of employees and effectively influence their motivation, commitment and development.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZISZL3_W05] The student has advanced knowledge of the environment of health care entities and changes occurring in their area, as well as the relationship, significance and impact of the environment and stakeholders on the functioning of health care entities. Knows the basic methods of diagnosing the macro- and micro-environment of health care entities.	Students will be familiar with the relationships that occur between healthcare organisations, including the various forms of cooperation and competition within and between organisations, and internal relationships within organisations, particularly those relating to interactions between staff and staff and leader.	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report [SW3] text preparation/written work
	[ZISZL3_U05] The student is able to correctly select and apply methods and tools used, inter alia, in management and quality sciences, economics, sociology adequate to the problem and specificity of management of medical entities.	The student is able to select and effectively apply methods and tools from management science, quality, economics and sociological sciences to solve problems specific to the management of healthcare entities, taking into account their unique needs and context.	[SU1] oral statement/conversation/ discussion [SU2] presentation/project/paper/ report [SU3] text preparation/written work
	[ZISZL3_K03] The student recognizes the complexity of social problems in the field of health care at the micro- and macro-structural level.	The student is able to identify psychological factors influencing the functioning of teams and organisations and to apply relevant psychological methods and tools in managing people and solving problems of healthcare organisations	[SK1] oral statement/conversation/ discussion [SK2] presentation/project/paper/ report [SK3] text preparation/written work
	[ZISZL3_W02] The student has advanced knowledge and understanding of the interrelationships that exist between the disciplines of management and quality sciences, economics and finance, social communication and media sciences, legal and sociological sciences, which are key to understanding the essence of effective and efficient management of health care units.	The student understands the relationship between scientific disciplines such as management and quality sciences, economics and finance, social communication and media sciences, legal sciences and sociological sciences, and is able to use this interdisciplinary knowledge to effectively manage health care units.	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report [SW3] text preparation/written work
	[ZISZL3_K01] The student is able to critically analyse the received content with particular emphasis on social and economic sciences.	Students will be able to critically analyse and interpret information and data related to management psychology, taking into account social and economic perspectives, and evaluate their reliability, relevance and impact on management practices.	[SK1] oral statement/conversation/ discussion [SK2] presentation/project/paper/ report [SK3] text preparation/written work
	[ZISZL3_U03] The student takes into account in the decision-making process its legal, ethical, social, environmental and economic consequences, while taking into account the specificity of the functioning of medical entities and taking into account the welfare of the patient.	Students will be able to assess and consider the ethical and social implications of management decisions, analysing the impact of these decisions on staff, the organisation and its environment.	[SU1] oral statement/conversation/ discussion [SU2] presentation/project/paper/ report [SU3] text preparation/written work
	[ZISZL3_W03] The student knows and understands to an advanced degree the functions of management and the role of managers in their implementation, as well as ways to achieve the goals of health care units.	The student knows the functions of management and the role of management in the implementation of these functions, and is able to apply this knowledge to achieve the objectives of healthcare units, taking into account organisational conditions.	[SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report
	[ZISZL3_K05] The student understands the need and is aware of the necessity to behave in an ethical, sustainable and socially responsible manner in professional life.	The student understands the importance and principles of professional ethics, social responsibility and equivalent behaviour in the context of management, and is able to apply these principles in professional practice, striving for harmony between organisational interests and social and ethical values.	[SK1] oral statement/conversation/ discussion [SK2] presentation/project/paper/ report [SK3] text preparation/written work

	<table><tr><td>Course outcome</td><td>Subject outcome</td><td>Method of verification</td></tr><tr><td>[ZISZL3_U04] The student is able to use the acquired knowledge from a specific area of management and quality sciences in professional practice, including the management of medical entities.</td><td>Students will be able to apply knowledge of management psychology, management science and quality to professional practice, including in the context of managing healthcare providers, to improve operational efficiency, service quality and stakeholder satisfaction.</td><td>[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU3] text preparation/written work</td></tr></table>	Course outcome	Subject outcome	Method of verification	[ZISZL3_U04] The student is able to use the acquired knowledge from a specific area of management and quality sciences in professional practice, including the management of medical entities.	Students will be able to apply knowledge of management psychology, management science and quality to professional practice, including in the context of managing healthcare providers, to improve operational efficiency, service quality and stakeholder satisfaction.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU3] text preparation/written work
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Subject contents	1. Individual employee characteristics and their importance in the management process (personality traits, temperament) 2. Psychological determinants of leadership (sense of agency, self-esteem, coping with stress) 3. Importance of adjustment in the employee-organisation relationship (motivational adjustment, different orientations of human action in the organisation) 4 Psychological aspects of communication (transactional analysis by Eric Berne, Friedemann Schulz von Thun's four ears model) 5. Psychology of team and team cooperation (stages of team development, group processes, intergroup dynamics) 6. Psychological aspects of organisational change (cognitive role of change perception - Lazarus and Folkman Model, coping with resistance during change, conditions for change commitment)						
Prerequisites and co-requisites	No requirements						
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade				
	Design development	30.0%	30.0%				
	attendance and participation in classes	70.0%	70.0%				
Recommended reading	Basic literature	B. Rożnowski, P. Fortuna (eds.), Psychology of business, PWN 2020 (chapters 1,5, 19, 20, 21, 23, 24, 26)					
		B. Kożusznik, Managing an employee team, PWE 2005					
	Supplementary literature	T. Besta, N. Kosakowska-Berezecka, Miedzy grupami. A guide to relationships with people who are different from us, Smak Sowa, 2017					
	eResources addresses						
Example issues/ example questions/ tasks being completed	Exploring employee-organisational/team fitIdentification of differences in sense of agency/community between groups distinguished by different criteria (e.g. age, gender, organisational role, age, type of organisation)						
Work placement	Not applicable						

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