

Subject card

Subject name and code	Social Psychology in Organizations, PG_00177880						
Field of study	Management						
Date of commencement of studies	October 2025		Academic year of realisation of subject		2026/2027		
Education level	Master's studies		Subject group		Obligatory subject group in the field of study Optional subject group Subject group related to scientific research in the field of study		
Mode of study	full-time studies		Mode of delivery		at the university		
Year of study	2		Language of instruction		Polish		
Semester of study	4		ECTS credits		4.0		
Learning profile	academic		Assessment form		exam		
Conducting unit	Department of Organisational Behaviour -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr inż. Dorota Jendza				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	30.0	0.0	0.0	0.0	45
	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	45		3.0		52.0	100
Subject objectives	To familiarize students with the psychological mechanisms that shape the behavior of individuals and groups in the workplace.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_W01] The student has an in-depth knowledge and understanding of the theories in management, quality sciences, economics, and finance and their role within the social sciences. This knowledge is particularly relevant for making informed business decisions.	The student explains the conditions under which theories describing the behavior of individuals and groups in the workplace can be applied.	[SW4] test/exam - oral or written
	[ZARZMU2_W04] The student possesses a deep understanding of human behavior, including individual, group, and organizational dynamics within an organization.	The student recognizes organizational factors shaping group and intergroup behavior and analyzes their impact on human functioning in a team and organization.	[SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report
	[ZARZMU2_U10] The student can communicate information, express opinions, and engage in debates with diverse audiences using management and quality science terminology across various media.	The student communicates effectively with others, presents and argues their opinions on the topic using terminology from the field of organizational behavior management, using various means of communication.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report
	[ZARZMU2_U02] The student can identify complex issues related to the organization's operations, the processes within it, and its relationships with a changing environment, proposing appropriate and innovative solutions.	The student identifies problems related to behavior and formulates appropriate directions for systemic change in the area of group and intergroup relations.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report
Subject contents	Social psychology in organizations introduction Humans as social beings in the workplace The social psychology approach to organizational issues 2. Social groups and their role in organizations What is a group? Functions, stages of development, structure The role of the leader vs. the role of the team member Social influence, conformity, group norms 3. Intergroup relations and social perception Organizational stereotypes, prejudices, and their effects Social identity and identification with a team/organization 4. Agency and community in organizational culture Organizational culture models Agency (effectiveness, purposefulness) vs. community (cooperation, support) Perception of leaders and coworkers through the prism of these dimensions 5. Power, status, and social influence Sources of power in an organization (formal and informal) Consequences of exercising power psychological phenomena Power paradox how power changes perception and behavior 6. Social motives at work Social motives Self-determination theory 7. Application of social psychology in HR practice Recruitment and selection without bias Employee evaluation and social competence development Building an environment conducive to cooperation and innovation		
Prerequisites and co-requisites	Knowledge of organization and human resource management.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	project and its presentation	51.0%	50.0%
	written test	51.0%	50.0%
Recommended reading	Basic literature	B. Wojciszke, Social Psychology, Scholar, 2019 (chapters 2, 8, 11, 14, 16, 17, 18, 19) T. Besta, N. Kossakowska-Berezecka, Between Groups: A Guide to Relations with People Who Are Different from Us, Smak Słowa, 2017	
	Supplementary literature	R.E. Nisbett, Geography of Thought: Why East and West Think Differently, Smak Słowa, 2015 R. Brown, Intra-Group and Inter-Group Dynamics, Gdańsk Psychological Publishing House, 2006 A.Y. Lee-Chai, J.A. Bargh (eds.), Power: The Temptations and Perils of Authority, GWP, 2009	
	eResources addresses		

Example issues/ example questions/ tasks being completed	nie dotyczy
Work placement	Not applicable

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