

Subject card

Subject name and code	Psychological Determinants of Manager's Work, PG_00188984						
Field of study	Finance and Accounting, Informatics and Econometrics, Management						
Date of commencement of studies	October 2024	Academic year of realisation of subject				2025/2026	
Education level	Master's studies	Subject group				Optional subject group	
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				2.0	
Learning profile	academic	Assessment form				credit	
Conducting unit							
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	0.0	0.0	0.0	0.0	15
	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	15		10.0		10.0	35
Subject objectives	The aim of the course is to develop students' in-depth knowledge and practical understanding of the psychological mechanisms underlying the functioning of a manager, shaping organizational activities. The course aims to enable students to recognize the psychological processes (personality, emotional, cognitive, and motivational) that determine managerial decisions, team dynamics, and the formation of organizational structures.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[IiEMU2_U03] The student is able to identify, to an in-depth degree, the institutional-legal and social constraints on the functioning of economic structures and institutions and reflect them in modeling, forecasting and optimization.	Students are able to identify psychological and social constraints on managerial functioning and their impact on the operation of economic institutions (e.g., conflicts of interest, cognitive biases, emotional constraints).	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU5] implementation of a problem task [SU6] demonstration of practical skills [SU8] observation of student's independent or team work
	[ZARZMU2_U04] The student can creatively apply management and quality studies knowledge in professional practice.	Students are able to diagnose selected aspects of team and manager functioning (management style, motivation level, conflict dynamics) and identify possible strategies for action.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU5] implementation of a problem task [SU6] demonstration of practical skills [SU8] observation of student's independent or team work
	[FIRMU2_U06] The student creatively uses the acquired knowledge in various scopes and forms to solve problems in finance and accounting that arise in business practice. The student knows the limitations of the usefulness of the applied knowledge.	Students are able to creatively use psychological knowledge to analyze and solve managerial problems, taking into account the limitations of this knowledge in economic practice.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU3] text preparation/written work [SU5] implementation of a problem task
	[IiEMU2_W03] The student has an in-depth knowledge of man as a subject who creates economic structures and institutions.	The student knows and understands the psychological mechanisms underlying the functioning of a manager (personality, emotions, cognitive processes, motivation), as well as their impact on the creation and operation of economic structures and organizational decisions.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW3] text preparation/written work [SW5] implementation of a problem task
	[ZARZMU2_W12] The student has an in-depth knowledge and understanding of the functions of management and the role of managers in their implementation.	Students have in-depth knowledge of the psychological determinants of management functions (planning, organizing, motivating, controlling) and the role and psychological burdens of management.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW5] implementation of a problem task
	[FIRMU2_W03] The student has an expanded knowledge of man as an entity that creates economic structures and the motives of his actions.	The student knows and understands the psychological mechanisms underlying the functioning of a manager (personality, emotions, cognitive processes, motivation), as well as their impact on the creation and operation of economic structures and organizational decisions.	[SW1] oral statement/conversation/discussion [SW3] text preparation/written work [SW5] implementation of a problem task
Subject contents	<p>Psychology in managerial work introduction</p> <p>Managerial personality</p> <p>Cognitive processes and thinking errors</p> <p>Emotions in managerial work</p> <p>Communication in managerial work</p> <p>Stress in managerial work</p> <p>Ethics in managerial work</p>		
Prerequisites and co-requisites			

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	project presentation	51.0%	50.0%
	activity	51.0%	50.0%
Recommended reading	Basic literature	Rożnowski, B., Fortuna, P. (2020). Business Psychology, Warsaw: Wydawnictwo Naukowe PWN. Dweck C., The New Psychology of Success, Wydawnictwo Muza S.A., 2017.	
	Supplementary literature	Czerw, A., Czarnota-Bojarska, J. (2016). Human-environment fit and attitude toward work as motivators of organizational behavior. Social Psychology, 11(36), 8-19. Doi: 10.7366/1896180020163601. Schulz, D., Schulz, S.E. (2015). Psychology and the challenges of today's work. Vol. 12. Warsaw: PWN. Bielińska, I., Jakubczyńska, Z. Effective Team, Warsaw 2016	
	eResources addresses		
Example issues/ example questions/ tasks being completed			
Work placement	Not applicable		

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