



Ljubljana Summer School

Online courses

6 – 20 July 2020

Psychology for Managers

Bachelor course (6 ECTS)

16.00 – 19.00 (CEST)

Course leader:

STANKIEWICZ Katarzyna

Gdansk University of Technology, Faculty of Management and Economics, Poland

Aims and objectives of the course:

The course provides insight to understanding the behaviour of people in workplace and organizational contexts. The course aims to demonstrate how psychological theories and research can be successfully applied in identifying psychological factors unique to individuals working in organizations. It equips 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 utilisation of modern information technologies. Opportunities and limitations arising from it will be addressed throughout the course

Course syllabus:

An introduction to psychology for managers: 1 hrs

Why study psychology for managers?

The evolution of psychological perspectives

Work motivation: 5 hrs

Motivation in work context

Overview theories: content and process theories of work motivation

Motivation and job satisfaction

Motivation and pay

The social process of motivating others

Motivation and remote work

Practical motivation: how to set goals

Individual differences: personality, cognition, aptitude and ability: 3 hrs

Personality and behaviour

Importance of personality in the work place

Individual potential of employees: how to use it

Perception and assessment: 3 hrs

The basic perceptual model and social perception

Differences in perceptual abilities

Perceiving others and assessment of their behaviour and performance



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Accuracy in perception of others

Outcomes of social perception

Individuals, Groups, Teams, Virtual Teams: 3hrs

Psychological predispositions to teams' roles

Psychological mechanisms affecting team work

Synergy: when the whole is greater than the sum of its parts

Virtual team management

Dysfunctions of Teams

Communication: 3 hrs

Model of interpersonal communication

Barriers of interpersonal communication

E-communication in organization

Different forms and barriers of organizational communication

The significance of nonverbal communication: 3hrs

Principles and functions of nonverbal communication

Nonverbal communication in relational and professional contexts

Cultural differences in nonverbal communication

Decision making: 3 hrs

Individual and group decisions in a workplace

Type of decision, bounded and unbounded problems

Factors affecting decision making

Rational - irrational – emotional choice

Post decision behaviour

Group influences of individual decision

Creativity and innovation: 3 hrs

Creative thinking process and techniques

Creative problem solving

Characteristic of creative people

Stress in the workplace: 3 hrs

The importance of stress

The sources and causes of stress

Moderators of stress

Individual and organizational stress management

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.



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- 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)

Teaching methods:

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.

Evaluation method and grading scale:

Open Book Exam

Assignments (short homework)

Individual and team activities during the course

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	

Prerequisites for attending the course:

No prerequisites.