



COURSE DESCRIPTION CARD - SYLLABUS

Course name

ROLES OF TEAM MEMBERS IN THE MANAGEMENT PROCESS - SELECTED ASPECTS
[S5SD1>RCZPZ]

Course

Proposed by Discipline

–

Year/Semester

2/3

Level of study

Doctoral School

Course offered in

English

Form of study

full-time

Requirements

elective

Number of hours

Lecture

4

Laboratory classes

0

Other

0

Tutorials

0

Projects/seminars

0

Number of credit points

1,00

Coordinators

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Lecturers

dr Jakub Pawlak

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Prerequisites

Knowledge: commonly observable individual and group behavior patterns Skills: such life-important assets as common sense, careful observation of one's own emotions, analysis of emotions and reactions of others, ability to draw conclusions. Social competences: ability to work in a multi-cultural environment. Communication skills (in English).

Course objective

To present participants with selected aspects of roles of team members in the management process from a psychological perspective, with particular emphasis on the occurrence of personality disorders.

Course-related learning outcomes

Knowledge:

A PhD student who graduated from doctoral school knows and understands:

- 1) [P8S_WK/SzD_W05] fundamental dilemmas of the contemporary civilization
- 2) [P8S_WK/SzD_W06] economic, legal, ethical and other vital conditions related to scientific activity

Skills:

A PhD student who graduated from doctoral school can:

- 1) [P8S_UK/SzD_U04] communicate on specialist issues on the level that allows active participation in the international scientific community
- 2) [P8S_UK/SzD_U06] initiate debates
- 3) [P8S_UU/SzD_U10] independently plan and act for their self-development as well as inspire and organize development of others

Social competences:

A PhD student who graduated from doctoral school is ready to:

- 1) [P8S_KO/SzD_K04] fulfilling the social obligations of researchers and creators
- 2) [P8S_KO/SzD_K05] initiate actions in the public interests

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Learning outcomes regarding knowledge:

Essay on chosen subject connected with the course, assessment of work in terms of originality and methodological correctness (grade scale from 2.0 till 5.0), 60% of final grade.

Learning outcomes regarding skills:

Essay on chosen subject connected with the course Assessment of work in terms of the ability to correctly prepare footnotes and bibliography (grade scale from 2.0 till 5.0). 30% of final grade.

Learning outcomes regarding competencies:

Participation and activity in lectures. Assessment of work in terms of demonstrated social skills (cooperation with the teacher and other university employees). 10% of final grade.

Programme content

The workshop begins with an overview of workplace roles, dynamics, and the impact of organizational culture on behavior. It introduces different personality types and distinguishes healthy behaviors from traits and impacts of corporate psychopaths. Participants learn how these individuals manipulate and disrupt teams, causing significant harm to morale and productivity. The workshop then explores practical strategies for identifying, managing, and mitigating the effects of toxic behaviors, emphasizing the role of leadership in fostering a healthy, supportive work environment.

Course topics

1. Roles in organizations.
2. Psychopathology.
3. Solving difficult interpersonal situations
4. Personal branding

Teaching methods

Lecture: multimedia presentation including illustrations and examples

Bibliography

Basic:

ICD-10, rozdział 05, <https://icd.who.int/browse10/2019/en>

ICD-11, rozdział 06, <https://icd.who.int/browse/2024-01/mms/en>

Additional:

Maddux J. E., Winstead B. A., Psychopathology. Foundations For a Contemporary Understanding, Fourth Edition, Routledge, New York and London, 2016,

https://students.aiu.edu/submissions/profiles/resources/onlineBook/J8x9T7_Psychopathology_Foundations_4th.pdf

Breakdown of average student's workload

	Hours	ECTS
Total workload	25	1,00
Classes requiring direct contact with the teacher	4	0,00
Doctoral student's own work (literature studies, preparation for laboratory classes/tutorials, preparation for tests/exam, project preparation)	21	1,00