

ENGLISH – SYLLABUS (SPECIALTY)					
SUBJECT:					
LABOUR MARKET PSYCHOLOGY					
Studies: Management I cycle studies Management Specialty: Psychology In Business			Faculty: Management		
Subject status	Type of studies	Semester/ Term	Teaching hours		ECTS Points
			lectures	classes	
	Full time studies	5	24	20	5
Course description: Labour Market Psychology focuses on the psychological aspects influencing individuals and organizations within the labor market. This program explores the interplay between human behavior, workforce dynamics, and organizational psychology. The curriculum begins by examining individual behavior in the labor market. Students delve into the psychological factors affecting job seeking, career decision-making, job satisfaction, motivation, and retention. Understanding these factors is crucial in comprehending how individuals navigate through different employment opportunities and make career-related choices. Organizational behavior within workplaces forms another core aspect of the program. Students explore psychological principles that shape workplace interactions, leadership styles, team dynamics, motivation, and productivity. This involves understanding how psychological factors impact employee performance, engagement, and organizational culture. Furthermore, the program addresses human resource management strategies through a psychological lens. It focuses on utilizing psychological insights to enhance HR practices related to recruitment, selection, training, talent development, and retention strategies. The aspect of workplace well-being is emphasized, covering psychological well-being, stress management, work-life balance, and mental health issues prevalent in the labor market. Strategies for promoting employee well-being and creating psychologically healthy work environments are also discussed. Moreover, the program examines diversity, equity, and inclusion through a psychological perspective, highlighting the psychological dimensions of diversity-related challenges and strategies to foster inclusive workplaces. The course is filled in with many case studies and practical examples of Labour market psychology problems, so it should be interesting for all those students who are eager to deal with psychology issues also after the course.					
COURSE LEARNING OBJECTIVES: <ol style="list-style-type: none"> 1. Understanding Workforce Behavior: To explore psychological factors influencing individuals' behavior, decisions, and attitudes in the labor market. 2. Analyzing Employment Dynamics: To examine psychological aspects affecting job seeking, career choices, job satisfaction, and retention. 3. Studying Organizational Behavior: To understand psychological factors shaping workplace interactions, leadership, motivation, and productivity. 4. Adapting HR Strategies: To apply psychological insights in developing effective human resource management strategies for recruitment, retention, and talent development. 5. Addressing Workplace Well-being: To focus on psychological well-being, stress, work-life balance, and mental health issues in the labor market. 6. Evaluating Diversity and Inclusion: To understand psychological dimensions of diversity, equity, inclusion, and their impact on the labor market. 					

Teaching the functions and role of Labour market psychology for contemporary market entities, developing skills in solving labour problems, as well as analysing data (from primary and secondary data).

Creating presentations for the reports and written reports on Labour market psychology problems. Training of social competences related to collective problem solving and preparing and introducing all stages of Labour market psychology in contemporary world.

COURSE EVALUATION:

Workshops – desk research report (written and oral), classes participation and activities, case studies

Lectures - final exam will be one-choice questions and open questions. (or TBA during classes)

The grading scale is as follows:

100% - 85%	5.0 (excellent)
84,9% - 75%	4.5 (very good)
74,9% - 70%	4.0 (good)
69,9% - 60%	3.5 (very satisfactory)
50% - 59,9%	3.0 (satisfactory)
< 50%	2.0 (failure)

Course policies and class rules:

The use of smartphones, mobile phones, all devices with internet access, are not allowed during the exams. During other in-class assignments you can use them for assignment purposes only. Students are expected to take full responsibility for their academic work and academic progress. Students are expected to attend class regularly, for consistent attendance offers the most effective opportunity open to all students to gain a developing command of the concepts and materials of the course. The study programme is strict about student attendance regulations. Students who focus on the business of the class increase their likelihood of success. They can do so by listening attentively to the instructor or to other students while participating in discussions. During class, they can participate as fully as possible and volunteer to answer questions. Students should minimise all behaviours that distract others during the class. Talking to other students apart from class discussions is inappropriate. Students who arrive late should seat themselves as quietly and as near to the door as they can. Students who must leave before the class period ends should exit quietly. The course material is designed to be completed within the semester time frame.

Finally, please feel free to come and see me to ask questions or to discuss difficult material. The course material is all cumulative. If you do not understand what happens in the first week, you will not understand what happens in the last week.

Teaching Methods:

Lectures and case studies (multimedia, case study – projects on sales management topics)

Course overview:

Labour Market Psychology focuses on the psychological aspects influencing individuals and organizations within the labor market. This program explores the interplay between human behavior, workforce dynamics, and organizational psychology. The curriculum begins by examining individual behavior in the labor market. Students delve into the psychological factors affecting job seeking, career decision-making, job satisfaction, motivation, and retention. Understanding these factors is crucial in comprehending how individuals navigate through different employment opportunities and make career-related choices. Organizational behavior within workplaces forms another core aspect of the program. Students explore psychological principles that shape workplace interactions, leadership styles, team dynamics, motivation, and productivity. This involves understanding how psychological factors impact employee performance, engagement, and organizational culture. Furthermore, the program addresses human resource management strategies through a psychological lens. It focuses on utilizing psychological insights to enhance HR practices related to recruitment, selection, training, talent development, and retention strategies. The aspect of workplace well-being is emphasized, covering

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Main topics:

1. Individual Behavior in the Labour Market: Job Seeking and Career Decisions
2. Organizational Behavior: Workplace Interactions and Leadership
3. Human Resource Management Strategies: Recruitment and Retention
4. Workplace Well-being and Mental Health in Employment
5. Diversity, Equity, and Inclusion in the Labor Market
6. Psychological Aspects of Job Satisfaction and Motivation

Literature

Main texts:

1. Saks, Alan M. - "Organizational Behaviour: Understanding and Managing Life at Work" - Pearson - 2019
2. Riggio, Ronald E. - "Introduction to Industrial/Organizational Psychology" - Routledge - 2019
3. Cherry, Kendra - "Introduction to Industrial and Organizational Psychology" - Sage Publications - 2018

Additional required reading material:

1. Muchinsky, Paul M. - "Psychology Applied to Work" - Hypergraphic Press - 2019
2. Cascio, Wayne F., Aguinis, Herman - "Applied Psychology in Human Resource Management" - Pearson - 2018
3. Aamodt, Michael G. - "Industrial/Organizational Psychology: An Applied Approach" - Cengage Learning - 2019

Rules of the exams on subject (Assessments)

Lectures – Written exam (test and case study)

Classes – case study, discussion, attendance, activities, project, essay

Date of submitting the syllabus: 30.09.2023

Accepted by: Dean of International Affairs

Signature:



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