Course description form (syllabus form) – for 1st and 2nd cycle studies

**A. General data**

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| **Name of the field** | | **Content** |
| Course title | | Preventing and Dealing with Workplace Violence |
| Organizational unit: | | Faculty of Management |
| Organizational unit where the course is offered: | |  |
| Course ID | |  |
| Erasmus code / ISCED | | 04000 |
| Course groups | |  |
| Period when the course is offered | | Summer semester 2023/2024 |
| Short description | | The classes concern the issue of preventing violence at work, including various forms of physical and psychological violence (mobbing, harassment, sexual harassment, assaults on employees), as well as resolving conflicts arising in the event of this type of behavior. |
| Type of course: | | Discussion session |
| Full description | | During the classes, students will be familiarized with information regarding the most typical manifestations of violence at work, including harassment, sexual harassment and mobbing. The classes will discuss numerous examples of violence at work, as well as ways to prevent the phenomenon. Particular attention will be paid to the issue of solving the problem of violence at work, including by conducting an investigation by the employer. |
| Prerequisites | brak | n/a |
| Znajomość podstawowych pojęć z zakresu prawa pracy. | Knowledge of basic employment law basic terms. |
| Learning outcomes | | In terms of knowledge  K\_W01 Knows and understands in-depth terminology in the field of labor law  K\_W02 Knows and understands complex processes and phenomena occurring in various types of organizations, using knowledge of labor law to solve problems related to personnel management  K\_W04 Knows and understands in-depth legal regulations regarding personnel management, with particular emphasis on relations with trade unions  In terms of skills  K\_U01 Is able to use the theory of labor law to solve complex and unusual problems related to employment  K\_U02 Is able to correctly interpret complex social, political, legal, economic and ecological processes and phenomena and their impact on the functioning of the organization, using the appropriate selection of sources  In terms of attitudes  K\_K03 Is ready to comply with and develop professional ethical standards related to personnel management |
| ECTS credit allocation (and other scores) | | 4 ECTS |
| Assessment methods and assessment criteria | | The lecturer will take into account attendance at classes, written work and activity during classes |
| Examination | | Attendance at classes (35 points), active participation in classes (35 points), written work on a given topic (40 points), passing threshold: 55 points |
| Type of class | | Discussion session |
| Sposób realizacji przedmiotu | | Online meetings as scheduled. |
| Language | | English |
| Bibliography | | Chappell D., Martino V. (2006), Workplace violence, International Labour Organization (https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\_publ\_9221108406\_en.pdf)  Gajda M. (2022), Przemoc w pracy. Środki ochrony prawnej i metody przeciwdziałania  Martino V., Hoel H., Cooper C. (2003), Preventing violence and harassment in the workplace (https://edz.bib.uni-mannheim.de/www-edz/pdf/ef/02/ef02109en.pdf)  Maran D. (2020), Workplace violence: Prevalence, risk factors and preventive measures across the globe (https://journalhss*.com/wp-content/uploads/jhss\_51\_13-22.pdf)* |
| Internship as part of the course | | Professional practice is not required to complete the subject |
| Coordinators | | dr Mateusz Gajda |
| Group instructors | | dr Mateusz Gajda |
| Notes | | N/A |

**B. Detailed data**

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| **Name of the field** | **Content** |
| Group instructors: | Mateusz Gajda |
| Title | PhD |
| Type of class: | Discussion session |
| Learning outcomes defined for didactic method used during the course | In terms of knowledge  K\_W01 Knows and understands in-depth terminology in the field of labor law  K\_W02 Knows and understands complex processes and phenomena occurring in various types of organizations, using knowledge of labor law to solve problems related to personnel management  K\_W04 Knows and understands in-depth legal regulations regarding personnel management, with particular emphasis on relations with trade unions  In terms of skills  K\_U01 Is able to use the theory of labor law to solve complex and unusual problems related to employment  K\_U02 Is able to correctly interpret complex social, political, legal, economic and ecological processes and phenomena and their impact on the functioning of the organization, using the appropriate selection of sources  In terms of attitudes  K\_K03 Is ready to comply with and develop professional ethical standards related to personnel management |
| Assessment methods and assessment criteria for didactic method used during the course | The lecturer will take into account attendance at classes, written work and activity during classes |
| Examination for didactic method used during the course | Attendance at classes (35 points), active participation in classes (35 points), written work on a given topic (40 points), passing threshold: 55 points |
| Range of content | 1. Violence in the workplace as a threat to the employee's life  2. Physical violence  3. Harassment  4. Sexual harassment  5. Mobbing  6. Strategies and tools to reduce violence in the workplace  7. Basic principles of conducting explanatory proceedings in cases of violence in the workplace |
| Didactic methods | Lecture, discussion, Data and tools for solving problems, finding facts, puzzle technique, "flipped classroom" |
| Bibliography | Chappell D., Martino V. (2006), Workplace violence, International Labour Organization (https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\_publ\_9221108406\_en.pdf)  Gajda M., Przemoc w pracy. Środki ochrony prawnej i metody przeciwdziałania, 2022  Martino V., Hoel H., Cooper C. (2003), Preventing violence and harassment in the workplace (https://edz.bib.uni-mannheim.de/www-edz/pdf/ef/02/ef02109en.pdf)  Maran D. (2020), Workplace violence: Prevalence, risk factors and preventive measures across the globe (https://journalhss*.com/wp-content/uploads/jhss\_51\_13-22.pdf)* |
| Group limit |  |
| Time span |  |
| Location |  |