

**PJSC "Higher Education Institution "INTERREGIONAL ACADEMY
OF PERSONNEL MANAGEMENT"**



***SYLLABUS OF THE ACADEMIC DISCIPLINE
«MANAGEMENT PSYCHOLOGY»***

Specialty:	C4 Psychology
Educational level:	first (bachelor's) level
Educational program:	Psychology

General information about the academic discipline

Name of the academic discipline	Management Psychology
Code and name of specialty	C4
Level of higher education	First (bachelor's) level of higher education
Discipline status	selective
Number of credits and hours	3 credits/90 hours. Lectures: 20 hours. Practical classes: 14 hours. Independent work: 56 hours.
Term of study of the discipline	
Language of instruction	Ukrainian
Type of final control	Credit
Discipline page on the website	

General information about the teacher. Contact information

Academic degree	
Academic title	
Position	
Disciplines taught by the NPP	
Areas of scientific research	
Links to identifier registries for scientists	
Teacher contact information:	
Email:	
Contact phone number	
Teacher's portfolio on the department's website	

Course abstract.

This academic discipline is interdisciplinary in the system of professional training of psychologists. The discipline is studied at the final stage of student training in order to form the future professional competence of a psychologist in interaction with the personnel of the organization at all stages of its functioning. At the current stage of development of market relations in Ukraine, the issue of training psychologists to work in the organization comes to the fore

Subject of study of the academic discipline:

psychological patterns of managerial activity and human behavior in organizations, in particular the processes of managerial decision-making, leadership and management, motivation and stimulation of personnel, communication in management, group dynamics and teamwork, conflict and stress management, as well as psychological factors of management effectiveness, organizational culture and professional development of managers and employees in modern socio-economic conditions.

Course objective:

to reveal the content and features of the psychological aspects of managerial activity.

Objectives of the academic discipline:

to help students acquire a solid knowledge of management psychology; to promote the formation of skills and abilities for the effective use of methods and tools developed in management psychology to ensure successful solutions to various management problems by managers

Prerequisites for the academic discipline:

To successfully master the discipline, higher education students must have basic knowledge of general psychology regarding mental processes, states and properties of the personality, social psychology - for understanding group dynamics, interpersonal interaction and social roles, personality psychology - for the purpose of analyzing individual differences, motivation and behavioral styles, as well as the basics of management and organizational theory. Initial ideas about communication, conflictology and ethical principles of professional activity are important.

Postrequisites of the academic discipline:

The results of the course are the basis for further study of courses in organizational psychology, leadership psychology, personnel management, psychology of communication and negotiations, psychology of conflict and stress management, coaching and psychological counseling in organizations. The acquired knowledge and skills can be used in the professional activities of leaders, managers, HR specialists, psychologists and consultants in the process of personnel management, team development, improving the efficiency of organizations and making managerial decisions.

Software competencies:

General competencies	GC1. Ability to apply knowledge in practical situations. GC4. Ability to identify, pose, and solve problems. GC6. Ability to make informed decisions. GC7. The ability to act socially responsible and conscious. GC8. Interpersonal interaction skills. GC9. Ability to motivate people and move towards a common goal.
Special competencies	SC4. Ability to carry out practical activities (training, psychotherapeutic, consulting, psychodiagnostic and other depending on specialization) using scientifically verified methods and techniques. SC6. Ability to interact effectively with colleagues in mono- and multidisciplinary teams. SC7. Ability to make professional decisions in difficult and unpredictable conditions, to adapt to new situations of professional activity. SC9. The ability to adhere to the norms of professional ethics and be guided by universal human values in professional activities. SC14. Ability to understand patterns of interaction between individuals, social groups, and communities.
Learning outcomes	PLO1. Critically understand, select, and use the necessary scientific, methodological, and analytical tools for management in unpredictable conditions. PLO6. Have the skills to make, justify and ensure the implementation of management decisions in unpredictable

	<p>conditions, taking into account the requirements of current legislation, ethical considerations and social responsibility.</p> <p>PLO13 Interact, communicate, be understandable, and be tolerant of people with other cultural or gender-age differences.</p> <p>PLO14 Effectively perform various roles in a team in the process of solving professional tasks, including demonstrating leadership qualities.</p> <p>PLO15 Be responsible for professional self-improvement, training and self-development</p>
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Content of the academic discipline

No.	Topic name	Number of hours, of which:			Teaching methods/assessment methods
		Lectures	Practical classes	Independent work	
1 semester Content module 1. General problems of management psychology in organizations.					Teaching methods:verbal (teaching lecture; conversation; educational discussion); inductive method; deductive method; translational method; analytical; synthetic; practical (working with plots of legal cases); explanatory-illustrative; reproductive; problem-based presentation method; partially search; research; interactive methods (situation analysis; discussions, debates, polemics; dialogue, synthesis of thoughts; brainstorming; skills development; situational modeling, processing of discussion questions); modeling of professional activity; innovative teaching methods (competence-based; project-research); case method. Evaluation methods:oral control
Topic 1	Subject and tasks of management psychology.	2	1	6	
Topic 2	Methods of management psychology.	2	2	6	
Topic 3	History of development and current state of management psychology.	2	1	6	
Topic 4	Problems of interpersonal communication effectiveness in an organization	2	2	4	
Topic 5	Psychological foundations of managerial influences	2	1	6	
Content module 2.Applied aspects of management psychology.					
Topic 6	The problem of leadership style in management psychology	2	1	6	
Topic 7	Women's leadership.	2	2	6	
Topic 8	Personality in management psychology	2	1	4	
Topic 9	Psychological foundations of decision-making	2	2	6	

Topic 10	Psychological support for social management in an organization	2	1	6	(oral survey, assessment of participation in discussions, other interactive learning methods); written control (tests, independent work, essays); test control (closed-form tests: test-alternative, test-correspondence); method of self-control and self-assessment; evaluation of case tasks.
Modular test work					
Total:		20	14	56	
Form of control: credit					

Technical equipment and/or software

The educational process uses classrooms, a library, a multimedia projector and a computer for conducting lectures and seminars with presentation elements. Studying individual topics and completing practical tasks requires access to information from the World Wide Web, which is provided by a free Wi-Fi network.4.

Forms and methods of control

Monitoring the progress of students is divided into current and final (semester).

Current control is carried out during practical, laboratory and seminar classes, the purpose of which is to systematically check the understanding and assimilation of theoretical educational material, the ability to use theoretical knowledge when performing practical tasks, etc. The possibilities of current control are extremely wide: motivation for learning, stimulation of educational and cognitive activity, differentiated approach to learning, individualization of learning, etc.

Forms of student participation in the educational process that are subject to ongoing control:

- speech on the main issue;
- oral report;
- addition, question to the person answering;
- systematic work in seminar classes, activity during discussion of issues;
- participation in discussions, interactive forms of organizing classes;
- analysis of legislation and monographic literature;
- written assignments (tests, quizzes, creative works, essays, etc.);
- preparation of theses, abstracts of educational or scientific texts;
- independent study of topics.

Monitoring the progress of students is divided into current and final.

Methods of current control: oral control (survey, conversation, report, message, etc.); written control (test work, essay, presentation of material on a given topic in writing, etc.); combined control; presentation of independent work; observation as a control method; test control; problem situations.

Evaluation system and requirements

Table of distribution of points received by higher education applicants*

	Current knowledge control										Modular test work	Credit	Total points
Topics	Topic 1	Topic 2	Topic 3	Topic 4	Topic 5	Topic 6	Topic 7	Topic 8	Topic 9	Topic 10	20	20	100
Work in a seminar class	3	3	3	3	3	3	3	3	3	3			
Independent work	3	3	3	3	3	3	3	3	3	3			

*The table contains information about the maximum points for each type of academic work of a higher education applicant.

When assessing the mastery of each topic for current educational activities, the student is given grades taking into account the approved assessment criteria for the relevant discipline. The criteria for assessing the learning outcomes of students and the distribution of points they receive are regulated by the Regulations on the Assessment of Academic Achievements of Students of Higher Education at PJSC "Higher Education Institution "MAUP". Module control is carried out in the last lesson of the module in written form, in the form of testing.

Evaluation criteria for the module test in the academic discipline "Management Psychology":

When evaluating a module test, the volume and correctness of the tasks are taken into account:

- the grade "excellent" (A) is given for the correct completion of all tasks (or more than 90% of all tasks);
- a grade of "good" (B) is given for completing 80% of all tasks;
- a grade of "good" (C) is given for completing 70% of all tasks;
- a grade of "satisfactory" (D) is given for the correct completion of 60% of the proposed tasks;
- the grade "satisfactory" (E) is given if more than 50% of the proposed tasks are completed correctly;
- an "unsatisfactory" (FX) grade is given if less than 50% of the tasks are completed.

Failure to appear for a module test - 0 points.

The above scores are converted into rating points as follows:

"A" - 18-20 points;

"B" - 16-17 points;

"C" - 14-15 points;

"D" - 12-13 points.

"E" - 10-11 points;

"FX" - less than 10 points.

The final semester assessment in the discipline "Management Psychology" is a mandatory form of assessing students' learning outcomes. It is conducted within the time frame specified in the curriculum and covers the scope of material specified in the course program.

The final assessment is carried out in the form of a test. A student who has completed all the required work is allowed to take the semester assessment.

The final grade is based on the student's performance during the semester. The student's grade consists of points accumulated from the results of the current assessment and incentive points.

Students who have completed all required assignments and received a score of 60 points or higher receive a grade corresponding to the grade received without additional testing.

For students who have completed all the required tasks but received a score below 60 points, as well as for those who wish to improve their score (result), the teacher conducts a final work in the form of a test during the last scheduled lesson in the discipline in the academic semester.

Evaluation of additional (individual) types of educational activities. Additional (individual) types of educational activities include the participation of applicants in scientific conferences, scientific circles of applicants and problem groups, preparation of publications, participation in All-Ukrainian Olympiads and competitions and International competitions, etc. in excess of the tasks established by the relevant work program of the academic discipline.

By decision of the department, students who participated in research work and performed certain types of additional (individual) educational activities may be awarded incentive (bonus) points for a specific educational component.

Assessment of independent work

The total number of points received by a student for completing independent work is one of the components of academic success in the discipline. Independent work on each topic, in accordance with the course program, is evaluated in the range from 0 to 3 points using standardized and generalized knowledge assessment criteria.

Scale for evaluating the performance of independent work (individual tasks) evaluation criteria.

Maximum possible assessment of independent work (individual tasks)	Execution level			
	Perfectly	Good	Satisfactorily	Unsatisfactorily
3	3	2	1	0

Forms of assessment include: ongoing assessment of practical work; ongoing assessment of knowledge acquisition based on oral responses, reports, presentations and other forms of participation during practical (seminar) classes; individual or group projects requiring the development of practical skills and competencies (optional format); solving situational tasks; preparing summaries of independently studied topics; testing or written exams; preparing draft articles, conference abstracts and other publications; other forms that ensure comprehensive mastery of the curriculum and contribute to the gradual development of skills for effective independent professional (practical, scientific and theoretical) activity at a high level.

To assess the learning outcomes of a higher education applicant during the semester, a 100-point, national and ECTS assessment scale is used.

Final assessment scale: national and ECTS

Total points for all types of learning activities	ECTS assessment	National scale assessment	
		for exam, course project (work), practice	for credit
90 – 100	AND	perfectly	

82-89	IN	good	Enrolled
75-81	WITH		
68-74	D	satisfactorily	
60-67	THERE		
35-59	FX	unsatisfactory with the possibility of reassembly	not accepted with the possibility of retaking
0-34	F	unsatisfactory with mandatory re-study of the discipline	not passed with mandatory re-study of the discipline

Course policy

For successful completion of the course "Management Psychology» the student must:

- regularly attend lectures and practical classes;
- work systematically, systematically and actively in lectures and practical classes;
- make up for missed classes or unsatisfactory grades received in classes;
- to fully perform the tasks that the teacher requires to prepare, their quality is appropriate;
- perform control and other independent work;
- adhere to the norms of academic conduct and ethics.

Course «Management Psychology» involves the assimilation and observance of the principles of ethics and academic integrity, in particular the orientation towards preventing plagiarism in any of its manifestations: all works, reports, essays, abstracts and presentations must be original and authorial, not overloaded with quotations, and must be accompanied by references to primary sources. Violations of academic integrity are considered to be: academic plagiarism, self-plagiarism, fabrication, falsification, copying, deception, bribery, and biased evaluation.

The assessment of the student is focused on receiving points for activity in seminar classes, completing tasks for independent work, as well as completing tasks that are capable of developing practical skills and abilities for which, at the teacher's decision, additional (bonus) points may be awarded (participation in round tables, scientific conferences, olympiads and scientific competitions among students).

Recommended sources of information:

Main sources:

1. Bakalenko O. A. Psychology of management: a textbook. – Kharkiv: KhNURE, 2020. – 120 p.
2. Psychology of management [Text]: teaching manual / R. A. Kalenichenko [and others]; ed. by R. A. Kalenichenko, O. G. Levkina; State University of Fiscal Service of Ukraine. - Irpin: State University of Fiscal Service of Ukraine, 2019. - 255 p.
3. Psychology of management [Text]: a manual for university students / [K. F. Kovalchuk and others]; National Metallurgical Academy of Ukraine. - 3rd ed. - Dnipro: Accent, 2018. - 248 p.
4. Sprinkle, T.A. and Urick, M.J. (2018), "Three generational issues in organizational learning: Knowledge management, perspectives on training and "low-stakes" development", *The Learning Organization*, Vol. 25 No. 2, pp. 102-112. <https://doi.org/10.1108/TLO-02-2017-0021>
5. Orban-Lembrik L. E. *Psychology of management: teaching manual* / L. E. Orban-Lembrik. – 2nd ed., supplement. - K.: Akademydav, 2010. - 544 p.

Additional:

1. Gnuskina G. V. The relationship between involvement in work and professional burnout of entrepreneurs / G. V. Gnuskina // Technologies of work of a psychologist in an organization: materials of the All-Ukrainian scientific-practical conference of students, assistants and young scientists, Zaporizhzhia, 2015. – Zaporizhzhia: Zaporizhzhia National University, 2015. – P. 25–27
2. Gorbunova V. V. Psychology of team building: Value-role approach to team formation and development: monograph / Viktoriya Gorbunova. – Zhytomyr: Publishing house of I. Franko ZhDU, 2014. – 380 p.
3. Kovrovsky Yu. G. Psychological factors of professional burnout in personnel of the Operational Rescue Service of the State Emergency Service of Ukraine. – author's abstract of dissertation ... for the degree of candidate of psychological sciences in specialty 19.00.10 – organizational psychology; economic psychology. – Institute of Psychology named after G. S. Kostyuk of the National Academy of Sciences of Ukraine. – Kyiv, 2017. – 22 p.
4. Nakonechna N.V. Psychological conditions for the development of corporate culture of a higher educational institution of private ownership. – author's abstract. dissertation ... for the degree of candidate of psychological sciences in the specialty 19.00.10 – organizational psychology; economic psychology. – Higher educational institution "University of Economics and Law "KROK". – Kyiv, 2016. – 22 p.
5. Nerubasska A.O., O.V. Sarnavska, K.E. Palshkov Parametric analysis of the system "communication". Scientific professional journal "Actual problems of philosophy and sociology. No. 28. 2021. P. 14-20 (http://apfs.nuoua.od.ua/archive/28_2021/5.pdf).
6. Nerubasskaya A.O., Kuznetsova A.V. PARAMETRIC ANALYSIS OF THE SYSTEM "COMMUNICATION PERSONALITY". Proceedings of the 1st International Scientific and Practical Conference, November 18-19, 2022. P.63-68
7. Nerubasskaya Alla, Kuznetsova Anastasia COACHING IN MANAGEMENT ACTIVITIES IN THE CONTEXT OF EDUCATIONAL ORGANIZATIONS. Priority directions of the development of scientific thought in the 21st century: collection of materials of the 6th International Scientific and Practical Conference on the occasion of the Day of Science of Ukraine, dedicated to the 35th anniversary of the Interregional Academy of Personnel Management, State Institution "Institute of Market and Eco-Ecological Research of the National Academy of Sciences of Ukraine"; Międzynarodowa Akademia Nauk Stosowanych w Łomży (Rzeczpospolita Polska); State University of Intellectual Technologies and Communications: Faculty of Business and Social Communications, Department of Economics and Digital Business, Department of International Relations, Public Communications and IT Law (May 17, 2024, Odessa). P.17-20
(https://mans.edu.pl/fcp/iOEUFzs9BjEkLTg1Y1BSe0N_YAVTHwIIOLaTAIABCRvRQMEOjBBaHICPXNtSBk6PjIyBV4RBDYnD1cYTk8cOjYCEg/2/public/wydawnictwa/priorytowe_kierunki_rozwoju_mysli_naukowej_w_xxi_wieku_compressed.pdf).
8. Nerubasskaya Alla, Shepeleva V.S. PSYCHOLOGY OF COMMUNICATIVE INFLUENCE AND COMMUNICATIVE RESPONSE. //6th International Scientific and Practical Conference on the Occasion of the Day of Science of Ukraine, Dedicated to the 35th Anniversary of the Interregional Academy of Personnel Management. 2024. P. P.201-205. (https://mans.edu.pl/fcp/iOEUFzs9BjEkLTg1Y1BSe0N_YAVTHwIIOLaTAIABCRvRQMEOjBBaHICPXNtSBk6PjIyBV4RBDYnD1cYTk8cOjYCEg/2/public/wydawnictwa/priorytowe_kierunki_rozwoju_mysli_naukowej_w_xxi_wieku_compressed.pdf).

INFORMATION RESOURCES

http://psiholog.ucoz.es/publ/test_quot_neisnujucha_tvarina_quot/1-1-0-16
www.psylib.kiev.ua