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

SYLLABUS OF THE ACADEMIC DISCIPLINE "PSYCHOLOGY OF WORK ANDENGINEERING PSYCHOLOGY»

Specialty: **C4 Psychology**

Educational level: **first (bachelor's) level**

Educational program: **Psychology**

MAUP 2025

General information about the academic discipline

Name of the academic discipline	Occupational psychology and engineering psychology
Code and name of specialty	C4 psychology
Level of higher education	first (bachelor's) level of higher education
Discipline status	selective
Number of credits and hours	3 credits/90 hours. Lectures: 14 hours. Practical classes: 20 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 highlights the psychological patterns of labor activity and human interaction with technical systems. It is aimed at developing knowledge and skills to increase the efficiency, safety, and reliability of labor, taking into account the psychophysiological capabilities of a person.

Subject of study of the academic discipline:psychological patterns of human labor activity, its interaction with technical means and the production environment, as well as conditions for ensuring efficiency, safety, reliability and preservation of mental health in the work process.

Course objective:mastering basic knowledge of labor psychology and mastering elementary research skills that will allow a specialist in the future to independently solve research and consulting tasks in the field of professional activity, provide psychological support for the professional activities of employees, and diagnose potential dangers to mental and physical well-being.

Objectives of the academic discipline:is the formation of skills and abilities, the ability to clearly interpret activities within the framework of the "human-machine" system in all its diversity of manifestations

Prerequisites for the academic discipline: The study of the academic discipline is based on the basic knowledge of future psychologists, obtained during acquaintance with general, age and social psychology. It involves mastering theoretical knowledge in the field of the foundations of psychology, general and social psychology, ethical principles and norms of a psychologist.

Postrequisites of the academic discipline: The acquired knowledge, skills and competencies within this discipline are the basis for mastering such disciplines in the future, such as psychological counseling, psychodiagnostics, psychological correction, psychological correction.

Software competencies:

General competencies	**GC1.** Ability to apply knowledge in practical situations. **GC2.** Knowledge and understanding of the subject area and understanding of professional activity. **GC3.** Skills in using information and communication technologies. **GC4.** The ability to learn and master modern knowledge. **GC9.** Ability to work in a team.
Special competencies	**SC3.** The ability to understand the nature of behavior, activities, and actions. **SC5.** Ability to use valid and reliable psychodiagnostic tools. **SC7.** The ability to analyze and systematize the results obtained, formulate reasoned conclusions and recommendations.
Learning outcomes	**PLO3.** Search for information from various sources, including using information and communication technologies, to solve professional tasks. **PLO10.** To formulate an opinion logically and understandably, to debate, to defend one's own position, to modify statements in accordance with the cultural characteristics of the interlocutor. **PLO14.** Effectively perform various roles in a team in the process of solving professional tasks, including demonstrating leadership qualities. **PLO15.** Be responsible for professional self-improvement, training and self-development **PLO21.** Implement programs for interpersonal and intergroup interaction that would contribute to a positive psychological microclimate in teams.

Content of the academic discipline

No.	Topic name	Number of hours, of which:			
		Lectures	Practical classes	Independent work	Teaching methods/assessment methods
3rd semester **Content module 1.** Psychology of work and professional activity of a person					**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 (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.
Topic 1	Psychological foundations of work and professional activity	1	2	6	
Topic 2	Employee personality and professional suitability	2	2	6	
Topic 3	Psychophysiological features of work	1	2	6	
Topic 4	Motivation and psychological stimulation	2	2	4	
Topic 5	Psychology of group and collective work	1	2	6	
Content module 2. Engineering psychology and work process optimization					
Topic 6	Fundamentals of engineering psychology	1	2	6	
Topic 7	Ergonomics and workplace design	2	2	6	
Topic 8	Psychology of technical systems management	1	2	4	
Topic 9	The impact of technology on the psychological state of an employee	2	2	6	
Topic 10	Methods of researching efficiency and occupational safety	1	2	6	
Modular test work					
Total:		**14**	**20**	**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 modular test in the academic discipline "Work Psychology and Engineering 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 "Work Psychology and Engineering 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.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	**ECT8 assessment**	**National scale assessment**	
		for exam, course project (work), practice	**for credit**
90 – 100	AND	perfectly	Enrolled
82-89	IN	good	
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

To successfully complete the course "Work Psychology and Engineering 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.

The course "Work Psychology and Engineering Psychology" involves mastering and adhering to the principles of ethics and academic integrity, in particular, focusing on 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. Engineering psychology and ergonomics: a textbook / compiled by V. M. Synyov, O. P. Sergeenkova. — Kyiv: Condor, 2021. — 280 p.

2. Fundamentals of ergonomics and engineering psychology: a textbook / O. M. Kokun, N. S. Lozinska, I. O. Pishko.— Kharkiv: FOP Panov A. M., 2022. — 288 pp. (includes sections on engineering psychology).

3. Psychodiagnostics in professional activity: a teaching manual / L. P. Parkhomenko, S. A. Mazurenko et al.— Lviv: Liha-Pres, 2023. — 256 pp. (methods for diagnosing the functional state and psychosocial characteristics of employees).

4. Psychology of work and personnel management: a textbook for bachelors / edited by N. V. Chepeleva. — Kharkiv: Folio, 2023. — 320 p.

5. Psychology of work: a teaching manual / edited by O. V. Krushelnytska. — Kyiv: Center for Educational Literature, 2020. — 256 p.

6. Psychology of work: a textbook: for applicants for higher education at the bachelor's level / edited by E. L. Skvorchevska.— Kharkiv: State Biotechnological University, 2022. — 160 p.

7. Psychology of professional activity: teaching manual / edited by L. A. Karamushki. — Kyiv: Lybid, 2020. — 304 p.

Additional:

8. Ergonomics and psychology of work: teaching aids / collective of authors.— Kyiv: Condor Publishing House, 2021. — 200 p.

9. Kyrychenko V. V. Psychology of work and engineering psychology: a textbook.— Zhytomyr: Publishing House of I. Franko ZhDU, 2022. — 240 p. ISBN 978-966-485-284-2.

10. Psychology of work and personnel management: a textbook for bachelors / edited by N. V. Chepeleva.— Kharkiv: Folio, 2023. — 320 pp. (recommended for expanding knowledge in the field of labor psychology).

11. Psychology of personnel management: a textbook / O. O. Bila, Yu. V. Voskevich.— Kyiv: Center for Educational Literature, 2021. — 272 pp. (for understanding the socio-psychological aspects of work).