PRIVATE JOINT-STOCK COMPANY "HIGHER EDUCATIONAL INSTITUTION "INTERREGIONAL ACADEMY OF PERSONNEL MANAGEMENT"

APPROVED:
The Academic Council
Private joint-stock company
«Higher education institution
«Interregional Academy of Personnel
Management»
Minutes No.6 of 18.07.2025
President_____Rostyslav
Shchokin

**STUDY PROGRAM
"PSYCHOLOGY"**

Level of higher education:	second (master's) level
Field of knowledge:	C Social sciences, journalism, information and international relations
Speciality:	C4 Psychology
Educational qualifications:	Master's degree in psychology

1 September 2025.
Order No. _____of _____2025 p.

Kyiv-2025

APPROVAL LETTER

DEVELOPED BY
Working (project) group
PJSC «Higher Educational Institution
«Interregional Academy of Personnel
Management»
Head of the working (project) group
_____Olena Turinina
25.06.2025 р.

APPROVED
Rector
PJSC «Higher Educational Institution
«Interregional Academy of Personnel
Management»
_____ Kyrylo Muraviov
18.07.2025 р.

APPROVED
Scientific and Methodological Council
of PJSC «Higher Educational Institution
«Interregional Academy of Personnel
Management»
Minutes no.6 from 26.06.2025
Chairman _____Mykhailo Goncharenko
(instead of the scientific and
methodological commission)

APPROVED
Academic Council of PJSC "IAPM"
Minutes no. 6 from 18.07.2025 р.
Chairman of the Academic Council of PJSC
«Higher Educational Institution
«Interregional Academy of Personnel
Management»
_____ Rostyslav Shchokin

PREFACE

The study program has been developed in accordance with: the requirements of the Law of Ukraine "On Higher Education" (of July 1, 2014, No. 1556-VII; as amended on February 26, 2021), the Higher Education Standard for specialty 053 "Psychology" at the second (master's) level of higher education, approved by the Order of the Ministry of Education and Science of Ukraine "On Approval of the Higher Education Standard for Specialty 053 'Psychology' at the Second (Master's) Level of Higher Education" of April 24, 2019, No. 564, and the Resolution of the Cabinet of Ministers of Ukraine of August 30, 2024, No. 1021 "On Amendments to the List of Fields of Knowledge and Specialties for which Higher and Professional Pre-Higher Education Applicants Are Trained."

Developed by the working (project) group consisting of:
- *Olena Turinina* – PhD in Psychology, Associate Professor of the Department of Psychology;
- *Tamara Hovorun* – D.Sc. in Psychology, Professor, Professor of the Department of Psychology
- *Olena Shopsha* – PhD in Psychology, Associate Professor of the Department of Psychology;
- *Liliia Konyaieva* – PhD in Psychology, Associate Professor of the Department of Psychology;
  Members of the working group from stakeholders and employers:
- Tatiana Frolova – PhD in Psychology, psychologist, first-degree trainer at the Gestalt and Psychodrama Institute, head of the Anchor LTD Centre for Practical Psychology;
- *Yevhenii Dnistrian* – 2nd year student of the MA study program in psychology.

Reviews and feedback from external stakeholders:
- *Liudmyla Serdiuk* - D.Sc. in Psychology, Professor, Head of the P. R. Chamata Laboratory of Personality Psychology, H. S. Kostiuk Institute of Psychology, National Academy of Pedagogical Sciences of Ukraine;
- *Tetiana Yablonska* - D.Sc. in Psychology, Professor, Professor of the Department of Developmental Psychology, Taras Shevchenko National University of Kyiv.

I. Profile of the Study program

"Psychology"
specialty C4 Psychology

1 - General information	
Full name of the higher education institution and structural unit	Private Joint-Stock Company Higher Educational Institution Interregional Academy of Personnel Management (PJSC HEI IAPM). Educational and Research Institute of Psychology and Social Sciences. Department of Psychology.
Level of higher education	Second (master's) level
Degree of higher education	Master's degree
Field of knowledge	C Social sciences, journalism, information and international relations
Specialty	C4 Psychology
Qualifications	Master's degree in psychology
Qualification in the diploma	Degree of higher education: Master's degree Specialty: C4 Psychology Study program: Psychology
Form of study	Institutional (full-time / part-time)
Language of instruction	Ukrainian
Cycle/level	NQF of Ukraine - level 7, FQ-EHEA - second cycle, EQF-LLL - level 7
Type of diploma and scope of the Study program	Master's degree, single, 90 ECTS credits, duration of study - 1 year 6 months
Accreditation status	Accredited until 01.07.2026
Prerequisites.	Applicants must hold a bachelor's degree.
Internet address of the permanent placement of the description of the Study program	https://maup.com.ua
2 – Aim of the study program	
To train highly qualified, competitive specialists who are able to solve complex and unpredictable professional problems, apply the acquired knowledge and skills, carry out innovative activities in the field of psychology in accordance with the mission and values of the PJSC "Higher Educational Institution" Interregional Academy of Personnel Management.	
3 - Characteristics of the Study program	
Description of the subject area	**Object of study:** mental phenomena, the regularities of their emergence, functioning, and development; behavior, activity, actions; human interaction in small and large social groups; psychophysiological processes and mechanisms underlying various forms of mental activity. **Learning objectives:** training specialists capable of solving complex tasks and practical problems in the course of study and professional activity in the field of psychology, involving scientific and project research and/or innovation, characterized by uncertainty of conditions and requirements, and carrying out professional activities with consideration of universal human

	values and the norms of professional ethics of a psychologist. **Theoretical content of the subject area:** concepts of psyche, conscious and unconscious, behavior, activity, action, communication, personality, individuality; concepts and theories revealing the regularities of the emergence, development, and functioning of the psyche; psychological features of the life path of an individual, interaction of people in small and large social groups, intergroup interaction, etc. **Methods, techniques, and technologies:** methods of theoretical and empirical research, valid standardized psychodiagnostic techniques, methods of data analysis, technologies of psychological assistance (training, psychotherapeutic, educational, counseling, psychodiagnostic, and others depending on specialization). **Tools and equipment:** psychological devices, computer equipment, network systems for information search and processing; library resources and technologies, including electronic ones; multimedia equipment; programs for statistical data processing and visualization.
Orientation of the study program	Educational, professional, applied
Focus of the study program	Higher education in the field of knowledge C "Social Sciences, Journalism and International relations," specialty C4 Psychology. The program combines general and specialized education in the field of psychology and enables students to study modern psychological technologies, master methods, techniques, and tools in psychology, acquire socio-psychological concepts of personality and societal development, and learn to solve complex, sophisticated, and specialized tasks related to providing psychological and coaching services to individuals and organizations.
Programme features	The study program is oriented toward providing fundamental and applied training for future specialists in the field of psychology. The program includes the acquisition of educational components that will enable students to develop unique professional competencies aligned with current trends and best national and international practices. In particular, graduates of the program will possess skills in the effective application of psycho-rehabilitation approaches in working with various population groups, taking into account the socio-psychological characteristics of personality development. An important area of training is the implementation of coaching programs and the integration of modern psychological technologies into professional practice. Students will also acquire competencies in the field of systemic analysis of psychological influence, skills in information processing, and the organization of the activities of psychological services for comprehensive psychological support of the population.
4 - Employability and further study	
Employability	Primary positions (according to the Catalogue of Standard Civil Service Positions (Ukraine): 2445.2 Practical psychologist,

	2445.2 Psychologist, 2340 Consultant.
Academic rights	Possibility to study at the third (study and scientific) level of higher education. Acquisition of additional qualifications in the system of postgraduate education.

5 - Teaching and assessment

Teaching and learning	The educational process is based on the principles of student-centered and person-oriented learning, competency-based and system-integrative approaches, and research-based learning. Qualified practicing specialists are involved in the delivery of classes. Teaching is conducted in the form of lectures, seminars, and practical classes. Independent work is envisaged (completion of individual tasks using textbooks, manuals, and online sources); consultations with teachers; e-learning for certain educational components; internships; and the preparation of a final thesis. Independent learning is encouraged, and group work is organized to develop teamwork skills and independent problem-solving abilities, particularly through the resolution of practical cases. Learning technologies: problem-based and differentiated learning technology, individualized learning technology, programmed learning technology, information technology, developmental learning technology, credit transfer system of study organization, e-learning in the Moodle system, self-learning, and research-based learning.
Assessment.	A cumulative point-rating system that provides for the assessment of students for all types of classroom and extracurricular educational activities in the form of entrance, intermediate, final (semester) control, as well as certification. Assessment of academic achievements is carried out on a 100-point (rating) scale of ECTS. Types of assessment: ongoing, intermediate, final. Forms of assessment: ongoing control (oral and written questioning, test tasks including computer-based testing), interim control (oral questioning, written express control/computer-based testing, colloquium, module test), final semester control (tests, examinations), defense of internship reports, defense of research projects, certification (in the form of a public defense of the qualification work and certification examination). Assessment of higher education students is carried out in accordance with the " Regulation on the Procedure for Assessing the Knowledge of Students ".

6 - Program competences

Integral competence	The ability to solve complex problems and challenges in the process of learning and professional activity in the field of psychology, which involves research and / or innovation and is characterised by complexity and uncertainty of conditions and requirements.
General competences (GC)	GC1. Ability to apply knowledge in practical situations. GC2. Ability to conduct research at the appropriate level. GC3. Ability to generate new ideas (creativity).

	GC4. Ability to identify, pose and solve problems. GC5. Appreciation and respect for diversity and multiculturalism. GC6. Ability to act on the basis of ethical considerations (motives). GC7. Ability to act in a socially responsible and conscious manner. GC8. Ability to develop and manage projects. GC9. Ability to motivate people and move towards a common goal. GC10. Ability to communicate in a foreign language.
Special (professional) competences (SC)	SC1. Ability to carry out theoretical, methodological and empirical analysis of current problems of psychological science and / or practice. SC2. Ability to independently plan, organise and conduct psychological research with elements of scientific novelty and / or practical significance. SC3. Ability to select and apply valid and reliable methods of scientific research and / or evidence-based methods and techniques of practice. SC4. Ability to carry out practical activities (training, psychotherapeutic, counselling, psychodiagnostic and other depending on specialisation) using scientifically verified methods and techniques. SC5. Ability to organise and implement study and training activities for different categories of the population in the field of psychology. 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. SC8. Ability to assess the limits of their own professional competence and improve their professional qualifications. SC9. Ability to adhere to professional ethics in professional activities and be guided by universal values. SC10. Ability to develop and implement innovative methods of psychological assistance to clients in difficult life situations. SC11. Ability to design and organise the activities of a psychological service and maintain professional relationships with representatives of different communities and organisations. SC12. Ability to apply psychological and rehabilitation approaches in working with the population in accordance with the best modern domestic and foreign practices. SC13. Ability to implement coaching programs and psychological technologies in professional activities. SC14 Ability to apply in-depth knowledge of the psychology of crisis situations to provide psychological support and effective work with stressful conditions of different segments of the population in the war and post-war periods.
7 - Intended learning outcomes	

ILO1 Search, process and analyse professionally important knowledge from various sources using modern information and communication technologies.
ILO2 Be able to organise and conduct psychological research using valid and reliable methods.
ILO3 Summarise empirical data and formulate theoretical conclusions.
ILO4 Make a psychological forecast for the development of individuals, groups, organisations.
ILO5 Develop programs of psychological interventions (training, psychotherapy, counselling, etc.), conduct them in individual and group work, evaluate their quality.
ILO6 Develop study materials and study programs, implement them, receive feedback, and evaluate their quality.
ILO7 Present research results in written and oral forms in an accessible and reasoned manner, participate in professional discussions.
ILO8 Evaluate the degree of complexity of the tasks of the activity and make a decision on seeking help or advanced training.
ILO9 Solve ethical dilemmas based on the law, ethical principles and universal values.
ILO10 Carry out an analytical search for scientific information relevant to the formulated problem and evaluate it according to the criteria of adequacy
ILO11 To adapt and modify existing scientific approaches and methods to specific situations of professional activity.
ILO12. Develop coaching and socio-psychological programs for the rehabilitation of the population and certain segments of the population.
ILO13 Organise and conduct rehabilitation measures for psychological protection of citizens in crisis situations.
ILO14 Ensure the operation of the system of psychological services that provide assistance to the population, design new forms of psychological interaction between specialists and the population.
ILO15 Apply in-depth knowledge of the psychology of crisis situations to provide psychological support and effective work with stressful conditions of different segments of the population during the war and post-war periods.

8 - Resource support for the program implementation	
Teaching staff	All academic staff involved in the implementation of the study program possess qualifications corresponding to the program profile and the field of the courses they teach, as well as relevant experience in academic and teaching work and research outcomes that meet the requirements of current licensing conditions. In line with the schedule, faculty members regularly enhance their skills through training at higher education institutions, professional courses on online platforms (such as Coursera, Prometheus, Diya. Digital Education, Edera, and others). Both academic researchers and industry practitioners are also engaged in teaching.
Infrastructure	The area of the premises used for the implementation of the educational process under the program, the level of provision with hardware and software, visual and didactic materials, computer workstations and multimedia equipment, as well as the social and household infrastructure, meet the requirements established by the Licensing Conditions for the provision of educational activities. The classrooms and laboratories for lectures and seminar-practical sessions comply with fire safety regulations and sanitary standards. The material and technical base ensures the delivery of all types of educational activities for higher education students. There are specially equipped rooms for conducting training sessions, a

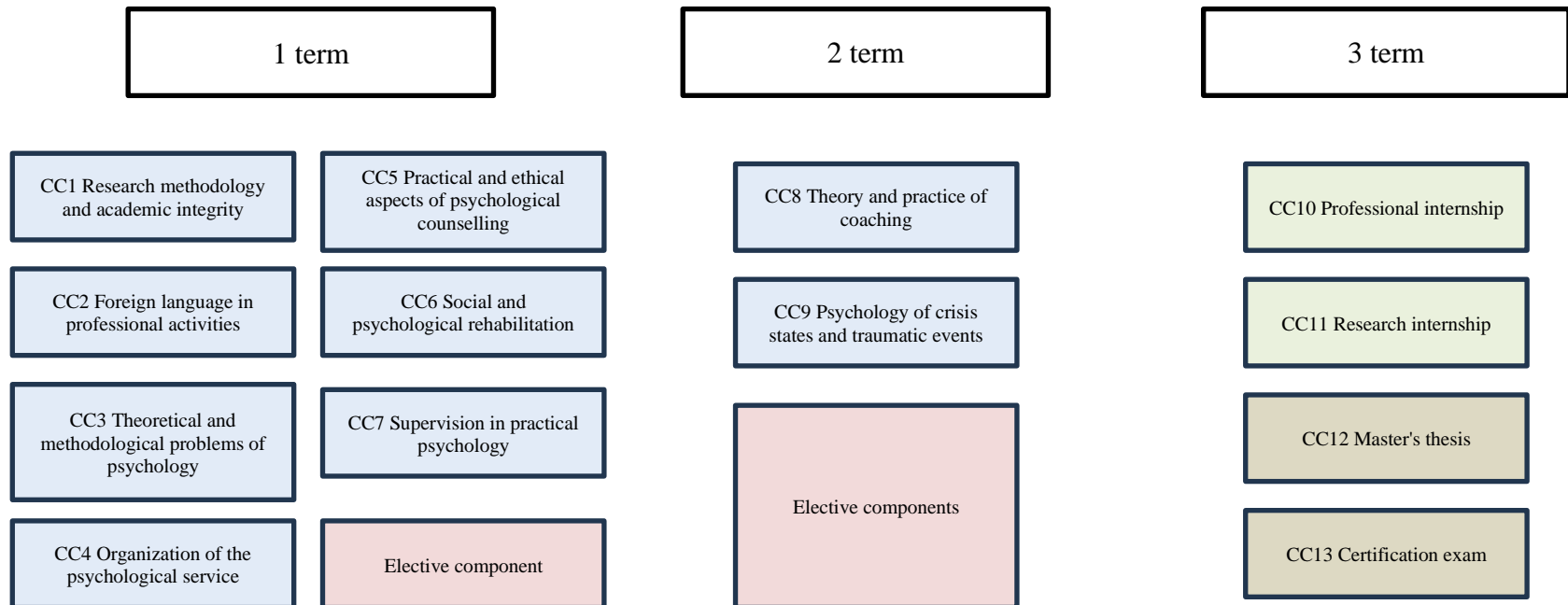|	
	psychological laboratory, a psychological counseling center, multimedia equipment, the necessary software, and unlimited Internet access. All necessary social and household infrastructure is available: library, catering facilities, lounge areas for participants of the educational process, medical center, and dormitory.
Information and methodological support	The official website http://maup.km.ua/ contains information about study programs, academic, research, and extracurricular activities, structural units, admission rules, contacts, and more. Classrooms and laboratories: ● equipped with modern furniture, multimedia equipment (projectors, interactive panels, computers); ● specialized rooms for psychology, pedagogy, conflict studies, and social work; ● training halls for practical classes, role-playing, training sessions, and counseling. Computer classrooms and IT infrastructure: ● equipped with modern computers with Internet access; ● installed software for psychodiagnostics and statistical analysis (SPSS, STATISTICA, OpenPsychometrics, PsyToolkit). IAPM distance learning platform: ● training can be delivered partly or fully in an online environment; ● access to video lectures, courses, e-journals, forums, and testing; ● support for synchronous (Zoom, Google Meet) and asynchronous learning. Psychodiagnostics and psychocorrectional tools: ● test sets (MMPI, 16PF, Luscher, Spielberger-Khanin, Beck, etc.); ● methods for diagnosing personality, intelligence, emotional state, and career orientation; ● materials for projective methods, art therapy, and coaching techniques. Library and information resources: ● a library with sufficient professional literature in psychology, pedagogy, sociology, and research methodology; ● access to the IAPM electronic library and international information resources (Google Scholar, Scopus, Web of Science, APA PsycNet); ● reading rooms with Wi-Fi access. Internship bases: ● educational, healthcare, social protection institutions, and business organizations where students undergo internships; ● agreements with partner institutions that ensure real conditions of professional activity. Safety and accessibility of the educational environment:

	• premises equipped with fire safety systems, security, and video surveillance; • access to classrooms for persons with disabilities (in compliance with inclusive requirements); • compliance with sanitary and hygiene standards. for learning, self-development, and support, distance learning platforms Prometheus and EdEra (Education Era) are also used.
9 - Academic mobility	
National credit mobility	The right to national credit mobility is exercised on the basis of the Law of Ukraine "On Higher Education" and the Resolution of the Cabinet of Ministers of Ukraine of August 12, 2015, No. 579 (as amended by the Resolution of the Cabinet of Ministers of Ukraine of May 13, 2022, No. 599) "On Approval of the Procedure for Exercising the Right to Academic Mobility." This provides all participants in the educational process with the right to participate in academic mobility programs with a clear definition of its types and forms, as well as the principle of credit transfer based on the European Credit Transfer and Accumulation System (ECTS). ECTS credits obtained at other higher education institutions of Ukraine, provided that agreements exist between higher education institutions (research institutions of Ukraine or their main structural units), are transferred in accordance with the "Regulations on the Organization of the Educational Process at PJSC 'HEI 'IAPM'" and internal documents regulating the internationalization strategy, in particular: • Regulations on the Organization of the Educational Process at IAPM. • Regulations on the Academic Mobility at IAPM.
International credit mobility	The participation of students and staff in academic mobility is regulated by the Regulations on the Academic Mobility. International credit mobility may be implemented on the basis of relevant agreements between the university and foreign higher education institutions. IAPM operates a Center for International Academic Mobility, which facilitates participation in bilateral and multilateral interstate and interuniversity academic mobility programs for both students and academic staff.
Training of foreign applicants	The education of international students is carried out under general conditions with additional language training.

II. List of courses of the study-professional program and their logical sequence

2.1. List of courses

Component code	Components of the Study program (academic disciplines, research projects, internships, thesis)	Number of credits	Form of control
1	2	3	4
Compulsory courses			
CC 1	Research methodology and academic integrity	3	pass/fail
CC 2	Foreign language in professional activities	3	exam
CC 3	Theoretical and methodological problems of psychology	4	exam
CC 4	Organisation of the psychological service	4	exam
CC 5	Practical and ethical aspects of psychological counselling	4	exam
CC 6	Social and psychological rehabilitation	4	pass/fail
CC 7	Supervision in practical psychology	5	exam
CC 8	Theory and practice of coaching	5	exam, research project
CC 9	Psychology of crisis states and traumatic events	4	pass/fail
CC 10	Professional internship	9	pass/fail
CC 11	Research internship	6	pass/fail
CC 12	Master's thesis	15	defence
CC 13	Certification exam	0	exam
Total amount of compulsory components		**66**	
Elective courses			
EC	Elective courses	24	pass/fail
Total volume of elective components:		**24**	
The total volume of the study program:		**90**	

2.2 Structural and logical scheme of the study program

1 term	2 term	3 term

CC1 Research methodology and academic integrity	CC5 Practical and ethical aspects of psychological counselling	CC8 Theory and practice of coaching	CC10 Professional internship
CC2 Foreign language in professional activities	CC6 Social and psychological rehabilitation	CC9 Psychology of crisis states and traumatic events	CC11 Research internship
CC3 Theoretical and methodological problems of psychology	CC7 Supervision in practical psychology		CC12 Master's thesis
CC4 Organization of the psychological service	Elective component	Elective components	CC13 Certification exam

III Forms of certification

Forms of certification	The certification is carried out in a form: public defense (demonstration) of master's thesis and certification examination.
Requirements for masters's thesis	The master's thesis involves the independent solution of a complex task or an integrated problem in the field of psychology, accompanied by research and/or the application of innovative approaches, and is characterized by uncertainty of conditions and requirements. The master's thesis must not contain academic plagiarism, fabrication, or falsification. The master's thesis must be published on the website of the higher education institution or its structural unit, or in the institutional repository.
Requirements for certification exam	The certification examination must assess the achievement of the learning outcomes defined by the Higher Education Standard for specialty Psychology at the first (bachelor's) level of higher education and by the study program.

4. Matrix of compliance of program competences with the educational components of the study program

	EC 1	EC 2	EC 3	EC 4	EC 5	EC 6	EC 7	EC 8	EC 9	EC 10	EC 11	EC 12
GC 1			+	+	+	+	+	+	+	+		
GC 2	+		+								+	+
GC 3	+						+	+	+	+	+	+
GC 4	+		+	+		+	+	+	+		+	+
GC 5					+	+	+		+			
GC 6				+	+		+		+	+	+	+
GC 7	+				+	+	+		+	+	+	+
GC 8				+						+		
GC 9				+				+				
GC 10		+										
SC 1	+		+				+				+	+
SC 2	+		+								+	+
SC 3	+		+						+			
SC 4			+		+	+	+			+	+	
SC 5			+	+	+	+			+		+	
SC 6		+				+	+			+		
SC 7				+	+	+	+	+	+	+	+	+
SC 8			+		+	+	+			+	+	+
SC 9	+				+	+	+			+	+	+
SC 10						+	+			+	+	
SC 11				+	+		+				+		+
SC 12					+	+		+			+	
SC 13					+						+	
SC 14										+	+	

5. Matrix of compliance of intended learning outcomes with the educational components of the study program

	EC 1	EC 2	EC 3	EC 4	EC 5	EC 6	EC 7	EC 8	EC 9	EC 10	EC 11	EC 12
ILO 1	+		+	+			+			+	+	+
ILO 2	+		+								+	+
ILO 3	+		+								+	+
ILO 4						+	+		+	+		
ILO 5					+	+	+		+	+		
ILO 6						+		+		+		
ILO 7	+	+									+	+
ILO 8			+			+	+	+	+	+	+	+
ILO 9					+	+	+		+	+	+	+
ILO 10	+		+								+	+
ILO 11			+	+	+	+	+	+		+	+	+
ILO 12								+		+		
ILO 13					+	+				+		
ILO 14				+						+		
ILO 15									+	+		