**SYLLABUS**

**Fall semester 2020-2021 academic years**

**on the educational program “Mastership”**

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| **Discipline’s code** | **Discipline’s title**  Psychology of Management | **Independent work of students (IWS)** | **No. of hours per week** | | | | | **Number of credits** | **Independent work of student with teacher (IWST)** |
| **Lectures (L)** | **Practical training (PT)** | | **Laboratory (Lab)** | |
|  |  | 98 | 15 | 30 | | - | | 5 | 7 |
| **Academic course information** | | | | | | | | | |
| **Form of education** | **Type of course** | **Types of lectures** | | | **Types of practical training** | | **Number of IWS** | | **Form of final control** |
| Online, combined | theoretical | Problem, analytical lecture | | | Problem solving, case study | | 6 | | Oral exam |
| Lecturer | D. Duisenbekov, Dr of Psych. Sc., Prof. | | | | | |  | | |
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| **Academic presentation of the course** |

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| **Aim of course**  The application of psychological theory, knowledge and methods to human behavior in psychology of management. | **Expected Learning Outcomes (LO)**  As a result of studying the discipline the Master’ course students will be able to understand research methodology and planning of research in Psychology of Management and Organizational Psychology including knowledge and skills of academic representation of research results. | **Indicators of LO achievement (ID)**  (for each LO at least 2 indicators) |
| **LO** | 1.Cognitive 1. To understand relations of scientific principles, methods and methodology in psychological research in psychology of management | 1/To specify differences in research predetermines and methodology  2/To explain history of research in Psychology of Management |
| 2.Functional 1. To apply knowledge of methods of psychology of management | 1/To differentiate peculiarities of different research methods  2/To specify each research method |
| 3.Functional 2. To apply principles of motivation, leadership and management in analysis of empirical research in the field of psychology of management | 1/To explain methodology chosen  2/To explain empirical results |
| 4.Systematic 1. To reconstruct research plan in psychology of management | 1/To evaluate various options of research plan  2/To evaluate various options of empirical research goals |
| 5.Systematic 2. To reconstruct plan of writing an article in the field of psychology of management | 1/To apply APA-style for empirical research report  2/ To classify the most popular themes in the field of Psychology of Management |
| **Prerequisites** | No | |
| **Post requisites** | Pedagogical internship | |
| **Information resources** | **Main Bibliography**  1. Gilbreth, L.M. The Psychology of Management. – Palala Press, 2025. – 360 p.  2.Kurt F. Geisinger (Editor-in-Chief*).*Test Theory and Testing and Assessment in  Industrial and Organizational Psychology.APA,Washington,DC, 2013.   1. 3. March J.G. Explorations in Organizations. – Stanford, California: Stanford University Press, 2. 2008. – 449 p. 3. 3. Clegg Stewart, Kornberger Martin, Pitsis Tyrone. Managing and Organizations. An 4. Introduction to Theory and Practice. Third Edition. – London: SAGE Publications Ltd., 2011. – 5. 682 p. 6. 4. The SAGE Encyclopedia 0f Industrial and Organizational Psychology by S.G. Rogelberg 7. (Editor). – London: SAGE Publications Ltd., 2017. 8. **Additional Bibliography** 9. 1. McGaughey, Ewan, A Human Is Not a Resource (January 10, 2018). (2020) 31(2) King's Law 10. Journal 1. King's College London Law School Research Paper No. 2018-08., Available at 11. SSRN: <https://ssrn.com/abstract=3099470>or [http://dx.doi.org/10.2139/ssrn.3099470](https://dx.doi.org/10.2139/ssrn.3099470) 12. 2. Derek Torrington; Laura Hall & Stephen Taylor (2004). Human Resource Management. 13. Pearson Education. p. 363. 14. 3. Kozlowski, Steve W. J.; Bell, Bradford S. (15 April 2003), "Work Groups and Teams in 15. Organizations", Handbook of Psychology, John Wiley & Sons, Inc., 16. doi:10.1002/0471264385.wei1214, ISBN 0471264385 17. 4. Suddaby, Roy; Foster, William M. (2017-01-01). "History and Organizational Change". 18. Journal of Management. 43 (1): 19–38. | |

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| **Academic policy of the course in the context of university moral and ethical values** | **Academic Behavior Rules:**  All students have to register at the MOOC. The deadlines for completing the modules of the online course must be strictly observed in accordance with the discipline study schedule.  ATTENTION! Non-compliance with deadlines leads to loss of points! The deadline of each task is indicated in the calendar (schedule) of implementation of the content of the curriculum, as well as in the MOOC.  **Academic values:**  - Practical lessons, IWS should be independent, creative.  - Plagiarism, forgery, cheating at all stages of control are unacceptable.  - Students with disabilities can receive counseling at e-mail \*\*\*\*\*\*\*@gmail.com. |
| **Evaluation and attestation policy** | **Criteria-based evaluation:**  assessment of learning outcomes in relation to descriptors (verification of the formation of competencies in midterm control and exams).  **Summative evaluation:** assessment of work activity in an audience (at a webinar); assessment of the completed task. |

**CALENDAR (SCHEDULE) THE IMPLEMENTATION OF THE COURSE CONTENT:**

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| weeks | Topic name | LO | ID | amount of hours | Maximum score | Form of Knowledge Assessment | The  Form of the lesson  / platform |

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| Module **1** | | | | | | | |
| 1 | **L.1** Introduction to psychology of management. | LО 1 | ID 1.1.  ID 1.2. | 1 | 0 |  | Off-line/ Video lecture  in MS Teams, Zoom |
| 1 | **PT 1** Psychology of management as a modern science and practice. | LО 1 | ID 1.1.  ID 1.2. | 2 | 8 | Analysis | Off-line/ Webinar  in MS Teams, Zoom |
| Module One. Theoretical Bases of Psychology of Management | | | | | | | |
| 2 | **L.2** History of development of psychology of management. | LО 1 | ID 1.1.  ID 1.2. | 1 | 0 |  | Off-line/  Video lecture  in MS Teams, Zoom |
| 2 | **PT 2** Stages of development of psychology of management | LО 1 | ID 1.1.  ID 1.2. | 2 | 8 | Analysis | Off-line/  Webinar  in MS Teams, Zoom |
| 3 | **L.3** Theoretical and methodological bases of psychology of management. | LО 2 | ID 2.1.  ID 2.2. | 1 | 0 |  | Off-line/  Video lecture  in MS Teams, Zoom |
| 3 | **PT 3** Comparative analysis of social-political and industrial preconditions of development of psychology of management. | LО 2 | ID 2.1.  ID 2.2. | 2 | 8 | Analysis | Off-line/  Webinar  in MS Teams, Zoom |
| 3 | IWST 1 Consultation on the implementation of IWS1 | LО 1 | ID 1.1. | 1 | 5 |  | Off-line/  Zoom |
| 3 | IWS **1.** Make a short analysis of literature on the item “Modern psychology of management: science or experience”, compose a glossary of main notions. Elaborate SWOT-analysis on modern theories of management. Prepare an oral presentation. Wright an analytical essay “Paradigms of psychology of management: Challenges of 21st century” | LО 3 | ID 3.1. | 2 | 25 | Logic task  Search of information from various  Psychological sources |  |
|  | Deadline Saturday 12 p.m. | | | | | | |
| 4 | **L.4.** Research methods in psychology of management. | LО 2 | ID 2.1. | 2 |  |  | Off-line/  Video lecture  in MS Teams Zoom |
| 4 | **PT 4**. Characteristics of the main diagnostic methods in psychology of management | LО 2  LO 3 | ID 2.1.  ID 2.2.  ID 3.1 | 1 | 8 |  | Off-line/  Webinar  in MS Teams Zoom |
| Module two. **Personality in Management System** | | | | | | | |
| 5 | **L.5**. Personality in managerial interaction. | LО 2  LО 3 | ID 2.1.  ID 3.1. | 2 |  |  | Off-line/  Video lecture  in MS Teams Zoom |
| 5 | **PT 5.** Social state and social role of personality in society and organization | LО 2 | ID 2.1.  ID 2.2 | 1 | 8 |  | Off-line/  Webinar  in MS Teams Zoom |
| 5 | IWST 2 Consultation on the implementation of the IWS 2 | LО 4 | ID 4.1.  ID 4.2 | 2 | 5 |  | Off-line/  Webinar  in MS Teams Zoom |
| 5 | IWS 2Conduct an applied research with the help of tests “Assessment of a leader’s activity effectiveness”; “Assessment of career orientations – Anchors of career” (by free choice). Distinguish team-leader roles on the bases of analysis of personality psychological peculiarities by the test of R.M. Belbin. | LО 2 | ID 2.1.  ID 2.2 | 1 | 20 | Logic task |  |
|  | Deadline Saturday 12 p.m. | | | | | | |
| 5 | Make a structural and logical diagram of the read material | LО 4 | ID 4.1. | 2 | 10 | Logic task |  |
| 5 | **MT 1** | LО 1 | ID 1.1. |  | 100 |  |  |
| 6 | **L.6.** Personality of the leader as a subject of organization manager. Leadership, Influence and Power in Psychology of Management. | LО 2 | ID 2.1. | 1 |  |  | Off-line/  Video lecture  in MS Teams Zoom |
| 6 | **PT 6.** Team-leader as a subject of organization management on the bases of managerial styles research. Typology of managerial styles. | LО 2 | ID 2.2. | 2 | 8 | Analysis | Off-line/  Webinar  in MS Teams Zoom |
| 7 | **L.7.** Psychology of managerial decisions making. | LО 4 | ID 4.1. | 1 |  |  | Off-line/  Video lecture  in MS Teams Zoom |
| 7 | **PT 7**. Managerial decisions making and realization and their efficiency evaluation. Typology of managerial decisions | LО 4 | ID 4.2. | 2 | 8 | Analysis | Off-line/  Webinar  in MS Teams Zoom |
| 8 | **L.8.** Motivation aspects of management. | LО 4 | ID 4.2. | 1 |  |  | Off-line/  Video lecture  in MS Teams Zoom |
| 8 | **PT8.** Motivation research methods.Working out motivation strategies and methods in a format of case-study. | LО 4 | ID 4.2. | 2 | 8 |  | Off-line/  Webinar  in MS Teams Zoom |
| 9 | **L.9.** Personality and building up of business career in organization. | LО 3 | ID 3.1. | 1 |  |  | Off-line/  Video lecture  in MS Teams Zoom |
| 9 | **PT 9.** Technologies of career promotion and evaluation of personality career potential. | LО 3 | ID 3.2. | 2 | 8 | Analysis | Off-line/  Webinar  in MS Teams Zoom |
| 9 | IWST 3 Consultation on the implementation of the IWS 3 | LО 5 | ID 5.1.  ID 5.2. |  | 5 |  | Off-line/  Webinar  in MS Teams Zoom |
| 9 | ISW 3. Construct a case “Increasing of motivation of organization employees”. Create and work out an individual program “My career and professional development (growth)” | LО 5 | ID 5.1.  ID 5.2 |  | 25 | Logic task |  |
|  | Deadline Saturday 12 p.m. | | | | | | |
| 10 | **L.10**. Psychology of business communication and professional intercourse. | LО 3 | ID 3.1. | 1 |  |  | Off-line/  Video lecture  in MS Teams Zoom |
| 10 | **PT 10** Communicative barriers in business communication and means of their maintenance (prophylaxis) by mini-cases. | LО 3 | ID 3.2. | 2 | 8 | Analysis | Off-line/  Webinar  in MS Teams Zoom |
| 10 | **МТ (Midterm Exam)** | LО 5 | ID 5.1. |  | 100 |  |  |
| Module Three. Communicative Processes in the Sphere of Management | | | | | | | |
| 11 | **L.11.** Psychology of inter-action processes in organization and management situations. | LО 1 | ID 1.1. | 1 |  |  | Off-line/  Video lecture  in MS Teams Zoom |
| 11 | **PT 11**. Mechanisms of inter-personal perception formation in organization and management situations. | LО 2 | ID 2.1. | 2 | 8 | Analysis | Off-line/  Webinar  in MS Teams Zoom |
| 11 | IWST 4 Consultation on the implementation of IWS 4 | LО 2 | ID 2.1. |  | 5 |  | Off-line/  Webinar  in MS Teams Zoom |
| 11 | IWS 4. Create a case-study on item “Forms of business communication”. Prepare an oral presentation and conduct an analysis . Prepare a training program on the item “Effective technologies of self-presentation”. | LО 2 | ID 2.2. |  | 25 | Problem task |  |
|  | Deadline Saturday 12 p.m. | | | | | | |
| 11 | Make a structural and logical diagram of the read material | LО 1 | ID 1.1. |  | 10 | Logic task |  |
|  | Deadline Saturday 12 p.m. | | | | | | |
| 12 | **L.12** Psychology of cross-cultural communication. | LО 1 | ID 1.1. | 1 |  |  | Off-line/  Video lecture  in MS Teams, Zoom |
| 12 | **PT 12.** Cross-cultural management as a factor of productive communication. | LО 2 | ID 2.1. | 2 | 8 | Analysis | Off-line/  Webinar  in MS Teams, Zoom |
| 13 | **L.13** Notion of emotions in psychology. Managing different emotional states. | LО 1 | ID 1.2. | 1 |  |  | Off-line/  Video lecture  in MS Teams, Zoom |
| 13 | **PT 13.** Means of managing emotional environment of organization. | LО 1 | ID 2.1. | 2 | 8 | Analysis | Off-line/  Webinar  in MS Teams, Zoom |
| 13 | IWST 5 Consultation on the implementation of IWS 5 | LО 5 | ID 5.1. |  | 5 |  | Off-line/ Webinar  in MS Teams, Zoom |
| 13 | IWS 5.Define a level of your own emotional intelligence by N. Holl technique. Make a plan for its increase for your career success. Presuppose your own program “Techniques of emotional state regulation for improving of collective’s psychological climate”. | LО 5 | ID 5.1.  ID 5.2. |  | 25 | Problem task |  |
|  | Deadline Saturday 12 p.m. | | | | | | |
| 14 | **L.14.** Psychology of managerial conflicts. | LО 4 | ID 4.1. | 1 |  |  | Off-line/  Video lecture  in MS Teams |
| 14 | **PT 14.** Diagnostics of conflicts in managerial activity, strategies and technologies of coping . | LО 4 | ID 4.2. | 2 | 8 | Analysis | Off-line/  Webinar  in MS Teams |
| 14 | IWST 6.Consultation onthe topic “Conflicts” and “Leadership”. Compose a case-study on an item: “Account of cross-cultural communication in business intercourse”. Make recommendations for leadership | LО 2 | ID 2.1. | 2 | 8 | Analysis | Off-line/ Webinar  in MS Teams, Zoom |
| 15 | **L.15** Psychological features of organization’s corporative culture .    . | LО 2 | ID 2.1. | 1 |  |  | Off-line/ Video lecture  in MS Teams |
| 15 | **PT 15** Cultural, cross-cultural and ethnical specifics of psychology of management. Predicting of corporative culture prospects on the basis of analysis of its indicators. | LО 5 | ID 5.1.  ID 5.2. | 2 | 8 | Analysis | Off-line/ Webinar  in MS Teams, Zoom |
| 15 | IWST 7 Consultation on theimplementation of IWS 6 | LО 5 | ID 5.1. |  | 5 |  | Off-line/ Webinar  in MS Teams, Zoom |
| 15 | IWS 6. Empirical essay in Psychology of Management applied to Labor Psychology. Give analysis of a typical essay structure. | LО 4  LО 4 | ID 4.1.  ID 5.2 |  | 25 | Analysis |  |
|  | Deadline Saturday 12 p.m. | | | | | | |
|  | **Тест** | LО 3 | ID 3.1. |  | 10 |  | Off-line/ Webinar  in MS Teams, Zoom |
|  | **MT 2** | LО 2 | ID 2.1. |  | 100 |  | Off-line/ Webinar  in MS Teams, Zoom |

[Abbreviations: QS - questions for self-examination; TT - typical tasks; IT - individual tasks; CW - control work; MT - midterm.

Comments:

- Form of L and PT: webinar in MS Teams / Zoom (presentation of video materials for 10-15 minutes, then its discussion / consolidation in the form of a discussion / problem solving / ...)

- Form of carrying out the CW: webinar (at the end of the course, the students pass screenshots of the work to the monitor, he/she sends them to the teacher) / test in the Moodle DLS.

- All course materials (L, QS, TK, IT, etc.) see here (see Literature and Resources, p. 6).

- Tasks for the next week open after each deadline.

- CW assignments are given by the teacher at the beginning of the webinar.]

**Dean Massalimova A.R.**

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**Head of the Department Madaliyeva Z.B.**

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