**SYLLABUS**

**Fall semester 2020-2021 academic years**

**on the educational program for “Master’s degree” of the 2nd year students**

**studying by specialty “Personality and Organizational Psychology”**

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| **Discipline’s code** | **Discipline’s title****“Labor Motivation and Attitudes”** | **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 study of organizations. | **Expected Learning Outcomes (LO)**As a result of studying the discipline the Master’ course students will be able to understand research methodology and planning study of labor motivation and attitudes 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 of labor motivation and attitudes  | 1/To specify differences in research predetermines and methodology2/To explain history of research of labor motivation and attitudes |
| 2.Functional 1. To apply knowledge of methods of studying labor motivation and attitudes | 1/To differentiate peculiarities of different research methods2/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 studying labor motivation and attitudes | 1/To explain methodology chosen2/To explain empirical results of studying labor motivation and attitudes |
| 4.Systematic 1. To reconstruct research plan in studying labor motivation and attitudes | 1/To evaluate various options of research plan2/To evaluate various options of empirical research goals |
| 5.Systematic 2. To reconstruct plan of writing an article in the field of studying labor motivation and attitudes  | 1/To apply APA-style for empirical research report2/ To classify the most popular themes in the field of studying labor motivation and attitudes |
| **Prerequisites** | Study of Organizations; History, State and Tendencies of Modern Psychology Development  |
| **Post requisites** | Pedagogical internship |
| **Information resources**  | **Main Bibliography**1. [Lawler](https://www.researchgate.net/profile/Edward_Lawler) E. J. Job Attitudes and Employee Motivation: Theory, Research and Practice // [Personnel Psychology](https://www.researchgate.net/journal/1744-6570_Personnel_Psychology) 23(2):223 - 237 · December 2006.2. [Cho](https://journals.sagepub.com/action/doSearch?target=default&ContribAuthorStored=Cho%2C+Yoon+Jik) Y. J., [Perry](https://journals.sagepub.com/action/doSearch?target=default&ContribAuthorStored=Perry%2C+James+L) J.L. Intrinsic Motivation and Employee Attitudes: Role of Managerial Trustworthiness, Goal Directedness, and Extrinsic Reward Expectancy // First Published November 2, 2011 Research Article3.Kurt F. Geisinger (Editor-in-Chief*).*Test Theory and Testing and Assessment in Industrial and Organizational Psychology.APA,Washington,DC, 2013. 1. 4. Gilbreth, L.M. The Psychology of Management. – Palala Press, 2020. – 360 p.
2. **Additional Bibliography**
3. 1. 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. 2. The SAGE Encyclopedia 0f Industrial and Organizational Psychology by S.G. Rogelberg
7. (Editor). – London: SAGE Publications Ltd., 2017.
8. 3. Torrington D.; Hall L. & Taylor S. (2004). Human Resource Management. Pearson
9. Education. p. 363.
10. 4. Suddaby, Roy; Foster, William M. (2017-01-01). "History and Organizational Change". Journal
11. 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  | TheForm of the lesson / platform |

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| Module **1**  |
| 1 | **L.1** Theoretical approaches towards study of motivation in psychology. | LО 1 | ID 1.1.ID 1.2. | 1 | 0 |  | Off-line/ Video lecture in MS Teams, Zoom |
| 1 | **PT 1** Diversity of motives in behaviour and different forms of human activity. | LО 1 | ID 1.1.ID 1.2. | 2 | 8 | Analysis | Off-line/ Webinarin MS Teams, Zoom |
| Module One. Motivation and Attitudes as Issues of Labor Psychology |
| 2 | **L.2** Motives as psychical states in connection with initial needs and emotions. | LО 1 | ID 1.1.ID 1.2. | 1 | 0 |  | Off-line/Video lecture in MS Teams, Zoom |
| 2 | **PT 2** Formation of motives out of needs and emotions in behaviour and activity. | LО 1 | ID 1.1.ID 1.2. | 2 | 8 | Analysis | Off-line/Webinarin MS Teams, Zoom |
| 3 | **L.3** Studying human motives in labor and organizational psychology.  | LО 2 | ID 2.1.ID 2.2. | 1 | 0 |  | Off-line/Video lecture in MS Teams, Zoom |
| 3 | **PT 3** Practical tasks of labor motivation study and research. Motivation research methods.  | LО 2 | ID 2.1.ID 2.2. | 2 | 8 | Analysis | Off-line/Webinarin 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.** Describe scientific background of studying human needs and motives. Reveal the content of the category of "[motive"](https://en.wikipedia.org/wiki/Lifelong_learning) in psychology. Analyze theme-related article “The Power of Motivation and Work Attitude”.  | LО 3 | ID 3.1. | 2 | 25 | Logic taskSearch of information from various Psychological sources  |  |
|  | Deadline Saturday 12 p.m. |
| 4 | **L.4.** Attitudes as psychological phenomena. Attitudes research methods.  | LО 2 | ID 2.1. | 2 |  |  | Off-line/Video lecture in MS Teams Zoom |
| 4 | **PT 4**. Attitudes as specific experience states within behaviour and human intercourse. Research of employee positive attitudes and behaviors   | LО 2LO 3 | ID 2.1.ID 2.2.ID 3.1 | 1 | 8 |  | Off-line/Webinarin MS Teams Zoom |
| Module two. Attitudes and Motives of Labor Activity |
| 5 | **L.5**. Interconnections of attitudes towards work and labor motivation.  | LО 2LО 3 | ID 2.1.ID 3.1. | 2 |  |  | Off-line/Video lecture in MS Teams Zoom |
| 5 | **PT 5.** Classes and types of attitudes in social and labor psychology.  | LО 2 | ID 2.1.ID 2.2 | 1 | 8 |  | Off-line/Webinarin 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/Webinarin MS Teams Zoom |
| 5 | IWS 2Analyze research studies of attitudes in social psychology and the issue of attitudes applied to labor activity.  | LО 2 | ID 2.1.ID 2.2 | 1 | 20 | Logic task |  |
|  | Due to 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.** Diversity of motives in the spheres of training, education and labor.  | LО 2 | ID 2.1. | 1 |  |  | Off-line/Video lecture in MS Teams Zoom |
| 6 | **PT 6.** Mechanism of motives subjecting throughout activity. Research of motivation in the workplace. | LО 2 | ID 2.2. | 2 | 8 | Analysis | Off-line/Webinarin MS Teams Zoom |
| 7 | **L.7.** Intrinsic and extrinsic motivation as an issue of psychology of personality | LО 4 | ID 4.1. | 1 |  |  | Off-line/Video lecture in MS Teams Zoom |
| 7 | **PT 7**. Analysis of different approaches towards functioning of intrinsic and extrinsic motivation.  | LО 4 | ID 4.2. | 2 | 8 | Analysis | Off-line/Webinarin MS Teams Zoom |
| 8 | **L.8.** Diversity of personality theories of motivation in modern psychology. | LО 4 | ID 4.2. | 1 |  |  | Off-line/Video lecture in MS Teams Zoom |
| 8 | **PT8.** Social-psychological and labor characters of motivation and attitudes modern trends.  | LО 4 | ID 4.2. | 2 | 8 |  | Off-line/Webinarin MS Teams Zoom |
| 9 | **L.9.** Economic and social-psychological benefits of integrating motives and attitudes into personnel and organizations. | LО 3 | ID 3.1. | 1 |  |  | Off-line/Video lecture in MS Teams Zoom |
| 9 | **PT 9.** Empirical evaluation of high-impact motives and attitudes. Methods for assessing and selecting employees. | LО 3 | ID 3.2. | 2 | 8 | Analysis | Off-line/Webinarin 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/Webinarin MS Teams Zoom |
| 9 | ISW 3. Describe effectiveness of various activity motives. Describe modern tendencies in study of labor motives and attitudes and intrinsic motivation in connection with personality attitudes | LО 5 | ID 5.1.ID 5.2 |  | 25 | Logic task |  |
|  | Due to Saturday 12 p.m. |
| 10 | 1. **L.10**. Economic and social-psychological
2. benefits of integrating motives and
3. attitudes into personnel and
4. organizations.
 | LО 3 | ID 3.1. | 1 |  |  | Off-line/Video lecture in MS Teams Zoom |
| 10 | **PT 10** Represent empirical evaluation of high-impact motives and attitudes.  | LО 3 | ID 3.2. | 2 | 8 | Analysis | Off-line/Webinarin MS Teams Zoom |
| 10 | **МТ (Midterm Exam)** | LО 5 | ID 5.1. |  | 100 |  |  |
| Module Three. Main Research Practices in the Sphere of Attitudes and Motives of Labor Activity |
| 11 | **L.11.** Individual and team attitudes from the point of view of social psychology.  | LО 1 | ID 1.1. | 1 |  |  | Off-line/Video lecture in MS Teams Zoom |
| 11 | **PT 11**. Individual and team attitudes in the focus of psychological research.  | LО 2 | ID 2.1. | 2 | 8 | Analysis | Off-line/Webinarin MS Teams Zoom |
| 11 | IWST 4 Consultation on the implementation of IWS 4 | LО 2 | ID 2.1. |  | 5 |  | Off-line/Webinarin MS Teams Zoom |
| 11 | IWS 4. Complete a 2-page critique of 2 empirical journal articles on the theme “Motivation at work place”.  | LО 2 | ID 2.2. |  | 25 | Problem task |  |
|  | Due to Saturday 12 p.m. |
| 11 | Make a structural and logical diagram of the read material | LО 1 | ID 1.1. |  | 10 | Logic task |  |
|  | Due to Saturday 12 p.m. |
| 12 | **L.12** Individual and team attitudes from the point of view of social psychology | LО 1 | ID 1.1. | 1 |  |  | Off-line/Video lecture in MS Teams, Zoom |
| 12 | **PT 12.** Individual and team attitudes in the focus of psychological research.  | LО 2 | ID 2.1. | 2 | 8 | Analysis | Off-line/Webinarin MS Teams, Zoom |
| 13 | **L.13** Main issues of motivation and attitudeswithin diversity of professions and specialties. | LО 1 | ID 1.2. | 1 |  |  | Off-line/Video lecture in MS Teams, Zoom |
| 13 | **PT 13.** Basic phenomena of motivation and attitudesin connection to different spheres of modern psychology.  | LО 1 | ID 2.1. | 2 | 8 | Analysis | Off-line/Webinarin MS Teams, Zoom |
| 13 | IWST 5 Consultation on the implementation of IWS 5 | LО 5 | ID 5.1. |  | 5 |  | Off-line/ Webinarin MS Teams, Zoom |
| 13 | IWS 5.Describe social-psychological features of individual and team attitudes, employees labor attitudes and motives of activity. How to acquire the necessity to train and develop labor motivation and attitudes? | LО 5 | ID 5.1.ID 5.2. |  | 25 | Problem task |  |
|  | Due to Saturday 12 p.m. |
| 14 | **L.14.** Cultural roots and cross-cultural features of human motivation and attitudesin modern conditions.  | LО 4 | ID 4.1. | 1 |  |  | Off-line/Video lecture in MS Teams  |
| 14 | **PT 14.** Cultural, cross-cultural and ethnical specifics of labor motivation and attitudes.  | LО 4 | ID 4.2. | 2 | 8 | Analysis | Off-line/Webinarin MS Teams |
| 14 | IWST 6.Consultation onthe topic “labor motivation and attitudes”. | LО 2 | ID 2.1. | 2 | 8 | Analysis | Off-line/ Webinarin MS Teams, Zoom |
| 15 | **L.15** Purposes of motives and attitudes study benefits.  | LО 2 | ID 2.1. | 1 |  |  | Off-line/ Video lecture in MS Teams |
| 15 | **PT 15** Practical tasks of motives and attitudes research: increased productivity and job performance, skills development, team development, decreasing safety-related accidents.   | LО 5 | ID 5.1.ID 5.2. | 2 | 8 | Analysis | Off-line/ Webinarin MS Teams, Zoom |
| 15 | IWST 7 Consultation on theimplementation of IWS 6 | LО 5 | ID 5.1. |  | 5 |  | Off-line/ Webinarin MS Teams, Zoom |
| 15 | IWS 6. Clarify cultural and cross-cultural approaches to labor motivation and attitudes**.** Give analysis of a typical article structure. | LО 4LО 4 | ID 4.1.ID 5.2 |  | 25 | Analysis |  |
|  | Due to Saturday 12 p.m. |
|  | **MT 2** | LО 2 | ID 2.1. |  | 100 |  |   |
|  | **EXAM** | LО 3 | ID 3.1. |  | 10 |  |   |

[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.**

**Chairman of the Faculty Methodical Bureau Kabakova M.P.**

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

**Lecturer** **Duisenbekov D.D.**