**AL-FARABI KAZAKH NATIONAL UNIVERSITY**

**THE FACULTY OF PHILOSOPHY AND POLITOLOGY**

**Department of General and Implied Psychology**

Education program of specialty –“6M050300-Psychology”

# Approved

At Academic council of faculty

The report №

* . .2015-

**The dean’ of faculty**

Doctor of philosophy, professor,

Masalimova A.R.

**SYLLABUS**

On discipline

**“Measuring and Productivity Reward”**

1 course, 3 credits, elective course

***Lecturer:*** Professor, higher doctor of psychological sciencesDuisenbekov D.D.

***Practical studies:*** Professor, higher doctor of psychological sciencesDuisenbekov D.D.

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*Almaty - 2015*

▪ **The brief description of the course:** Content of the discipline "Measuring and Productivity Reward" is aimed to study basics of general, social and labor psychology that are necessary for training specialists of mastership degree in the system of higher education. The main thesis of the discipline is a human being as personality and individuality and doer of cognitive, learning and communicative activity.

▪ **The purpose of the course:** The aim of course is to conduce students to acquire basic knowledge of psychology of inter-personal communication for applying them in their life and for development of their professional potential.

▪ **Tasks of a course:** 1) studying scientific views, different approaches and achievements of modern social psychology and items concerning inter-personal communication; 2) forming up students’ abilities of analyzing psychical phenomena in various spheres of human communicative activity; 3) working out skills of psychological self-cognition, self-control and effective communication; 4) handling practical methods of psychology of inter-personal communication; 5) further development of students’ of personal growth and improvement of their personality.

▪ Results of study:

– system knowledge of modern psychology problems in the sphere of inter-personal communication; – abilities to analyze of theoretical issues of modern psychology of inter-personal communication; – understanding perspectives and modern approaches of social psychology development ; – ability to apply outcomes of psychological studies in professional activity.

▪ **General competences:**

**Instrumental competences:**

– to be able to comprehend scientific issues and tasks of psychology inter-personal communication;

– to be able to consider determinants of psychological problems in the sphere of inter-personal communication and their outcomes;

– skills of working with psychological information (ability to take and analyze information from various sources).

**Interpersonal competences:**

– to know theories of communication and feature of inter-personal communication

– to be able to work in team; to have interpersonal skills;

– to know essence of speech communication and its structure.

**The system competences:**

– to be able to operate with time;

– to be able to put knowledge into practice;

– To have ability to generation of new ideas, creativity;

– ability to leadership;

– ability to work independently.

**Subject competences:**

– competences to solve psychological problems and application of this knowledge in practice of communication;

– possibilities of apply theoretic issues of psychology of inter-personal communication in various cases and to perform written and oral presentations of knowledge being collected.

**Prerequisites:** while **s**tudying of psychology bachelor students should have know "Introduction to basics of psychology", "Social Psychology", "Psychology of Labor" and etc.

### Postrequisites: This discipline closely connected with oncoming pedagogical and industrial practice in and further psychological subjects at mastership and doctoral degree.

**STRUCTURE, VOLUME AND CONTENT OF DISCIPLINE**

|  |  |  |  |
| --- | --- | --- | --- |
| **week** | **The theme** | **Hours** | **Points** |
| **Thematic block \*\* I – Origin and Development and Psychological Phenomena of Measuring and Productivity Reward** | | | |
| **1** | Lecture 1 Methodological problems of psychological science | 2 | 1 |
| Practical lesson 1 Main stages of psychology history and its basic paradigms | 1 | 5 |
| 1 Theme of Self-work (SRD) Analyze theoretical background of modern psychology | 1 | 6 |
| **2** | Lecture 2 Origin and development of measuring issues in the history of psychology | 2 | 1 |
| Practical lesson 2 Inter-relation between social demands and psychological studies | 1 | 5 |
| Theme of Self-work (SRD) Describe social and economic causes of psychology development | 1 | 6 |
| **3** | Lecture 3 Social and labor spheres of psychological research | 2 | 1 |
| Practical lesson 3 Human labor development and psychological transformations | 1 | 5 |
| Theme of Self-work (SRD) Analyze social- psychological background of labor processes. | 1 | 6 |
| **Thematic block \*\* II – Psychological Bases of Productive Activity** | | | |
| **4** | Lecture 4 Psychological nature of human behavior | 2 | 1 |
| Practical lesson 4 Psychological phenomena of human behavior | 1 | 5 |
| Theme of Self-work (SRD) How reinforcement transforms human behavior? | 1 | 6 |
| **5** | Lecture 5 Needs and motives as determinants of behavior and activity | 2 | 1 |
| Practical lesson 5 Forms of needs and motives | 1 | 5 |
|  | Theme of Self-work (SRD) How needs and motives transform human behavior and activity? | 1 | 6 |
| **6** | Lecture 6 Plans and structure of human behavior | 2 | 1 |
| Practical lesson 6 Psychological mechanisms of  human behavior an activity | 1 | 5 |
| Theme of Self-work (SRD) How emotions turn to be motives determining behavioral changes? | 1 | 6 |
| **7** | RC 1 |  | 17 |
| **Total** | |  | **100** |
| **8** | Lecture 8 Psychological structure of human activity | 2 | 1 |
| Practical lesson 8 Psychological components of human activity structure | 1 | 5 |
| Theme of Self-work (SRD) What is action in the structure of human activity? | 1 | 6 |
| **9** | Lecture 9 Modeling of psychical processes | 2 | 1 |
| Practical lesson 9 Instincts and instruction as mechanisms of behavior | 1 | 5 |
| Theme of Self-work (SRD) Why do we need reward for any activity? | 1 | 6 |
| **10** | Lecture 10 T-O-T-E scheme as motivational basis of human behavior | 2 | 1 |
| Practical lesson 10 Psychological difficulties and barriers of productive activity | 1 | 5 |
| Theme of Self-work (SRD) Analyze issue on the theme “Human productive activity” | 1 | 6 |
| **11** | Lecture 11 Individual and psychopathic peculiarities within behavior and activity. | 2 | 1 |
| Practical lesson 11 Personal types due to productive activity. | 1 | 5 |
| Theme of Self-work (SRD) Describe difference between people up to energy degree | 1 | 6 |
| **Thematic block\*\* III – Social and Cultural Peculiarities of Productive activity** | | | |
| **12** | Lecture 12 Significance of social and cultural peculiarities of productive activity | 2 | 1 |
| Practical lesson 12 Analysis of personal growth processes and results through productive activity | 1 | 5 |
| Theme of Self-work (SRD) Reveal psychological essence of productive activity | 1 | 6 |
| **13** | Lecture 13 Ethno-psychological peculiarities of productive activity | 2 | 1 |
| Practical lesson 13 Peculiarities of productive activity involving representatives of different nations. | 1 | 5 |
| Theme of Self-work (SRD) | 1 | 6 |
| **14** | Lecture 14 Group development as a factor of enriching productive activity | 2 |  |
| Practical lesson 14 Structure of inter- and outer-group relations influencing productive activity. |
| Theme of Self-work (SRD) Self-regulation aspects of productive activity | 1 |  |
| **15** | **RC 2** | 1 | **16** |
| **Total** | |  | **100** |
| **Exam** | |  | **100** |

**Politics of Academic Behavior and Ethics**

Be tolerant, respect other people's opinions. Objections formulate in the correct form. Plagiarism and other forms of cheating are not allowed. Prompting and cheating during delivery self-work, interim control and examination, copying problems solved by others, taking exam for another student is unacceptable. A student convicted of falsifying any information of the course will receive a final grade «F».

Considered and recommended at the chair meeting of General and Implied Psychology On “ ” \_\_\_\_\_\_ 2015, Protocol №\_35\_\_

## Bibliography

## Main Bibliography

1. Cialdini [Robert B.](http://www.amazon.com/Robert-B.-Cialdini/e/B000AP9KKG/ref=dp_byline_cont_book_1)  Influence: Science and Practice (5th Edition) Paperback – August 8, 2008.
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3. Hogshead Sally. Fascinate: Your 7 Triggers to Persuasion and Captivation Hardcover – February 9, 2010.
4. Olson, M., Hergenhahn, B. R. [An Introduction to Theories of Personality](http://www.amazon.com/exec/obidos/ASIN/0205798780/sociapsychn0f-20) (8th ed.). Englewood Cliffs, NJ: Prentice Hall. 2010
5. Тихомиров О.К. Психология: Учебник / Под ред. О.В. Гордеевой. – М.: Высшее образование, 2006. – 538 с.

**Additional** **Bibliography**

1. Lamiell J.T. The Psychology of Personality: An Epistemological Inquiry. – N.Y.: Columbia University Press, 1987. – 217 p.
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6. Миллер Дж., Галантер Е., Прибрам К. ПРОГРАММЫ И СТРУКТУРА ПОВЕДЕНИЯ: подробное описание модели T-O-T-E. Методические рекомендации для слушателей курса "НЛП в бизнесе". – М.: Центр НЛП-тренинга, 2000. – 228 с.

Considered and recommended at the meeting of General and Ethnic Psychology On “ ” \_\_\_\_\_\_ 2015, Protocol N\_\_\_

**Head of the General and Implied Psychology Department E.K. Kalymbetova**

**Professor, higher doctor of psychological sciences D.D. Duisenbekov**

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Mid-term questions on discipline “Measuring and Productivity Reward”

* 1. Main periods of psychological knowledge development.
  2. How psychology connected with an idea of measuring?
  3. Significance of behavioral studies for measurement issues in psychology.
  4. Reveal inter-relation between social demands and psychological studies.
  5. Describe social and economic causes of psychology development.
  6. How reinforcement transforms human behavior?
  7. How needs and motives are connected with productivity?
  8. How needs and motives transform human behavior and activity?
  9. Reveal psychological mechanisms of human behavior an activity.
  10. How emotions turn to be motives determining behavioral changes?

Lecture 1 Methodological problems of psychological science

Practical lesson 1 Main stages of psychology history and its basic paradigms

1 Theme of Self-work (SRD) Analyze theoretical background of modern psychology

Lecture 2 Origin and development of measuring issues in the history of psychology

Practical lesson 2 Inter-relation between social demands and psychological studies

Theme of Self-work (SRD) Describe social and economic causes of psychology development

Lecture 3 Social and labor spheres of psychological research

Practical lesson 3 Human labor development and psychological transformations

Theme of Self-work (SRD) Analyze social-psychological background of labor processes.

**Psychological Bases of Productive Activity**

Lecture 4 Psychological nature of human behavior

Practical lesson 4 Psychological phenomena of human behavior

Theme of Self-work (SRD) How reinforcement transforms human behavior?

Lecture 5 Needs and motives as determinants of behavior and activity

Practical lesson 5 Forms of needs and motives

Theme of Self-work (SRD) How needs and motives transform human behavior and activity?

Lecture 6 Plans and structure of human behavior

Practical lesson 6 Psychological mechanisms of human behavior an activity

Theme of Self-work (SRD) How emotions turn to be motives determining behavioral changes?

Lecture 8 Psychological structure of human activity

Practical lesson 8 Psychological components of human activity structure

Theme of Self-work (SRD) What is action in the structure of human activity?

Lecture 9 Modeling of psychical processes

Practical lesson 9 Instincts and instruction as mechanisms of behavior

Theme of Self-work (SRD) Why do we need reward for any activity?

Lecture 10 T-O-T-E scheme as motivational basis of human behavior

Practical lesson 10 Psychological difficulties and barriers of productive activity

Theme of Self-work (SRD) Analyze issue on the theme “Human productive activity”

Lecture 11 Individual and psychopathic peculiarities within behavior and activity.

Practical lesson 11 Personal types due to productive activity.

Theme of Self-work (SRD) Describe difference between people up to energy degree

Social and Cultural Peculiarities of productive activity

Lecture 12 Significance of social and cultural peculiarities of productive activity

Practical lesson 12 Analysis of personal growth processes and results through productive activity

Theme of Self-work (SRD) Reveal psychological essence of productive activity

Lecture 13 Ethno-psychological peculiarities of productive activity

Practical lesson 13 Peculiarities of productive activity involving representatives of different nations.

Theme of Self-work (SRD)

Lecture 14 Group development as a factor of enriching productive activity

Practical lesson 14 Structure of inter- and outer-group relations influencing productive activity.

Theme of Self-work (SRD) Self-regulation aspects of productive activity