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| **Syllabus** **Fall semester 2020-2021** Academic course information |
| **Code of discipline**  | **Name of discipline** | **Type**  | **Hours per week**  | **Credits**  | **ECTS** |
| lecture | Practical  | Lab  |
| **MPsy 5309** | Management Psychology | ОК | 1 | 1 | 0 | 2 | 3 |
| **Lecturer**  |   | **Office hour** | According schedule  |
| **e-mail** |  |
| **Telephone**  |  | **Auditorium**  |  |
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| **Academic presentation of the course** | The course examines people in the workplace and all the factors that affect how people behave while they are at work. This course is designed to give the student an introduction into the concepts, theories, and research findings involved in the study of how people behave, think about, influence and interact with each other while they are at work, with an emphasis on factors that affect job performance. This includes obvious factors such as work stress, how your job is designed, or the management style of your direct supervisor. It can also include more subtle factors such as how one’s life at home affects their job and a variety of social and economic influences. |
| **Prerequisites** | Introduction to Psychology, Social Psychology |
| **Postrequisites** | Disciplines that are closely related to the field of Management Psychology |
| **Informational resources** | **Main Bibliography:**1. Riggio, R. E. 2013. Introduction to industrial/organizational psychology - 6th ed. Pearson.
2. George, J. and Jones G. 2012. Understanding and managing organizational behavior. - 6th ed. Pearson.
3. Kilduff, M. and Krackhardt, D. Interpersonal networks in organizations: cognition, personality, dynamics, and culture (structural analysis in the social sciences). 1st ed. Cambridge University Press.

**Additional:**1. Funder D., 2006. Towards a resolution of the personality triad: Persons, situations, and behaviors. Journal of Research in Personality 40, 21–34.
2. Lynch, D., Thomas C., Green W., Gottfried M., & Varga M., 2010. Rethinking the Measurement of Training and Development in the Professions: A Conceptual Model. International Journal of Adult Vocational Education and Technology, 1(1), 31-48.

**Internet resources**• American Psychological Association• Association for Psychological Science• Midwestern Psychological Association |
| **Structure of discipline** | Aim of the course is to identify the factors that contribute to one's work-related behaviours and to find out communications, teamwork, negotiations, conflict resolution, leadership and organizational analysis skills needed to be effective in the modern workplace.  |
| **Academic policy of the course in the context of university moral and ethical values** | 1. For each class you have to prepare according to the schedule below. Each task should be completed by the class, where the topic is discussed.2. Homework will be distributed throughout the semester, as shown in the graph of discipline.3. Most homework will include a few questions that can be answered by querying on the database example; you need to perform queries and answers that you got used to the next part of the homework. Search SQL appropriate learning resources may be required to study necessary inquiries.4. During the semester, you will use the material studied in the project. Specific requirements for the project will be distributed in class. All parts of the project will constitute 10% of the final mark of the course.5. You will need to complete the main project programming, providing for the development of database applications using the database structure provided by the lector. Specific requirements will be distributed in class. The project will cost 15% of the final grade.When homework subject to the following rules:• Homework should be carried out within a specified time. Later, homework will not be accepted.• Homework should be done on one side of a sheet of A4 paper, and pages must be attached in order of numbering issues (problems). Questions (task) must be numbered, and definitive answers (if necessary) must be provided. (Homework, do not meet these standards will be returned with an unsatisfactory evaluation).• You can work together with another student with homework. |
| **Evaluation and attestation policy** | **Criteria-based evaluation:** Appropriate timing of homework may be extended in the event of extenuating circumstances (such as illness, emergencies, contingency, etc.) in accordance with the University's academic policies. Student participation in discussions and exercises during class will be taken into account in its overall assessment of the discipline. Design issues, dialogue and feedback on the subject of discipline are welcomed in classes, and the lector during final grade will take into account the participation of each student in the class.**Summative evaluation:**Your final score will be calculated by the formula: (РК1+РК2)/2∙0,6+0,1МТ+0,3ИКBelow are minimum estimates (in Percentage):95% - 100%: А 90% - 94%: А-85% - 89%: В+ 80% - 84%: В 75% - 79%: В-70% - 74%: С+ 65% - 69%: С 60% - 64%: С-55% - 59%: D+ 50% - 54%: D- 0% -49%: F |
| **Calendar (schedule) the implementation of the course content:** |
| **Week**  | **Name of topic** | **Hours**  | **Max. points** |
| **1** | Lecture 1. Introduction to the field of management psychology. | **1** | **0** |
| Practical (laboratory) occupation 1-2. Foundations of individual behaviour.  | **1** | **10** |
| **2** | Lecture 2. Management psychology: the history, theoretical and methodological fundamentals, and research methods. | **1** | **0** |
| Practical (laboratory) occupation 2. Characteristics of People. | **1** | **10** |
| **3** | Lecture 3. Personality: the self and the leader’s identity in managerial interactions | **1** | **0** |
| Practical (laboratory) occupation 3. The Big Five Model of Personality. | **1** | **10** |
| **SWM 1.** Fundamentals of Human Resource Management (2014). Gary Dessler. - #2. Managing equal opportunity and diversity |  | **25** |
| **4** | Lecture 4. Decision making .  | **1** | **0** |
| Practical (laboratory) occupation 4. The Nature of Values. The Nature of Work Attitudes | **1** | **10** |
| **5** | Lecture 5. Motivational aspects of management | **1** | **0** |
| Practical (laboratory) occupation 5. The Nature of Work Attitudes | **1** | **10** |
| **SWM 2.** Organizational behavior / Stephen P. Robbins, Timothy A. Judge (2013). — part 1 # 2, 4 |  | **25** |
|  | **RC 1** |  | **100** |
| **6** | Lecture 6. Building a business career | **1** | **0** |
| Practical (laboratory) occupation 6. Emotional Intelligence. | **1** | **10** |
| **7** | Lecture 7. Career anchors by Edgar Schein  | **1** | **0** |
|  | Practical (laboratory) occupation 7. Personality characteristics to be successful at work. | **1** | **10** |
|  | **SWM 3.** Frank Landy (2013) Work In The 21st Century. An Introduction To Industrial And Organizational Psychology – part 3 #11. Fairness and Diversity in the Workplace.  |  | **25** |
| **8** | Lecture 8. Organizational/ corporate culture. | **1** | **0** |
| Practical (laboratory) occupation 8. Early Theories of Motivation. Contemporary Theories of Motivation. | **1** | **10** |
| **9** | Lecture 9. Business communication | **1** | **0** |
| Practical (laboratory) occupation 8. Early Theories of Motivation. Contemporary Theories of Motivation. | **1** | **10** |
| **SWM 4.** Understanding and managing organizational behaviour. |  | **25** |
| **10** | Lecture 10. Interpersonal perception.  | **1** | **0** |
| Practical (laboratory) occupation 10. Work Stress and Its Management.  | **1** | **10** |
|  | **RC 2** |  | **100** |
| **11** | Lecture 11. Intercultural communication | **1** | **0** |
| Practical (laboratory) occupation 11. Responsible Managers Relieve Stress on Their Employees | **1** | **10** |
| **12** | Lecture 12. Recognizing and managing emotions | **1** | **0** |
| Practical (laboratory) occupation 12. Improving occupational safety, health, and risk management  | **1** | **10** |
| **SWM 5**. Understanding and managing organizational behaviour / Jennifer M. George, Gareth Jones – part 1 #5. Learning and Creativity |  | **25** |
| **13** | Lecture 13. Conflict management and stress resolution. | **1** | **0** |
| Practical (laboratory) occupation 13. Dimensions of National Cultures, Culture Scores and Personality Scores | **1** | **10** |

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| **14** | Lecture 14. Conflict and Negotiation. Resolution-Focused View of Conflict.  | **1** | **0** |
| Practical (laboratory) occupation 14. The Conflict Process. Individual Differences in Negotiation Effectiveness | **1** | **10** |
| **SWM 6.** Leadership models, methods, and applications. |  | **25** |
| **15** | Lecture 15. The course overview: applying psychological principles to business.  | **1** | **0** |
| Practical (laboratory) occupation 15. Leading for the Future: Mentoring. | **1** | **10** |
|  | **RC 3** |  | **100** |
|  | **Final Exam** |  | **100** |

Lecturer

Head of the Chair of

General and Applied Psychology Madalieva Z.B.

Chairman of the Faculty Methodical Bureau Kabakova M.P.