**Al-Farabi Kazakh National University Autumn semester 2020-2021**

Practical Lessons on discipline **“Study of Organizations”** for 1-st Year Mastership Students Studying by Specialty “Personality and Organizational Psychology

**Thematic block \*\* I – Introduction to Study of Organizations**

Practical lesson 1 Social and economic causes of needs to study organizations. Significance of studying organizations in different spheres of industry, agriculture, education and business. Importance of entering to various organizations in modern social, economic, political and cultural life.

Practical lesson 2 Organizations as a sphere of social-psychological study. Specifics of organizational psychology in group research.Typology of groups. Different communities as group phenomena. Results and outcomes of grouping processes. Groups as organizations in variety of labor structures.

Practical lesson 3 Practical tasks of studying organizations in psychology and neighboring scientific spheres. Specifics of organizations in different structures of industry and modern economy. Different forms of educational organizations, their significance for individual and social development and personality growth.

**Thematic block \*\* II – Study of Organizations in Organizational Psychology**

Practical lesson 4 Aims and tasks of organizational psychology in studying organizations. Research methods of organizational psychology. Forming of organizational psychology in labor psychology. Management issues in organizational psychology. Peculiarities of interaction and interconnections between employers and employees.

Practical lesson 5 Natural mechanisms of instincts, individual-exchangeable behavior and intelligence within forming human society and organizations. Natural mechanisms of instincts, individual-exchangeable behaviour and intelligence as predetermines of forming animal groups, packs and prides and human communities as initial types of organizations. Primeval family, community and tribes as preceding forms of social organizations.

Practical lesson 6 Analysis of intercourse sides (communicative, interactive and perceptive) within studying organizations. Significance of intercourse as scientific category and research sphere of social psychology. Developing of necessary abilities, skills and habits for efficient intercourse within society and different forms of organizations.

Practical lesson 7 Analysis of different "stakeholders" roles within studying organizations. Their roles, functions, social and psychological prominence in forming and development of organizations, providing activity processes and sustainability of organizational structures like industrial units, commercial companies and businesses.

Practical lesson 8 Social-psychological features of [high-reliability organizations](https://en.wikipedia.org/wiki/High_reliability_organization). Inter-relation of theory and practice in studying organizations. Roles and functions of the leader and managers in decision making. Types and styles of leadership, their effectiveness as projected on interconnection between employers and employees. Significance of HR managers in providing job activity.

Practical lesson 9 Empirical evaluation of high-impact study of organizations. Social-psychological benefits of studying different social organizations and structures. Positive outcomes and results of implying studying organizations within various spheres of economy, industry and business. Significance of joint sociological and psychological surveys in research of social groups, social processes and personality career.

Practical lesson 10 Economic, social and political phenomena in the forming of various organizations. Peculiarities of social-political processes and their impact upon organizations. Social-psychological nature of organizations, their formation, functioning and development. Political leadership, political groups and parties, their influence on social organizations.

**Thematic block\*\* III – Main Research Practices in the Study of Organizations**

Practical lesson 12 Ways to reveal organizations’ specific features skills to develop and grow. Quantitative and qualitative studies and surveys. Research methods and techniques in studying organizations. Sociological and psychological questionnaires in research of organizations’ structure and functions, its personnel, personality goals and career expectations.

Practical lesson 13 Basic phenomena of study of organizations in connection to psychology of labor. Conceptss of the world and the space of professions. Different activities reflected in interconnections person – nature, person – society, person – technique, person – person, person – sign system. Improving chosen profession through different specialties, applied capacities and abilities, skills and gifts.

Practical lesson 14 Cultural, cross-cultural and ethnical specifics of study of organizations. Interaction of personnel members of different cultures within organizations. Cultural and cross-cultural conditions of organizations forming, development and functioning in modern society. Intercultural coexistence and cross-cultural interaction. Peculiarities of organizational culture.

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