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

Content of Lectures 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**

Lecture 1 **Research issues of studying organizations.** Scientific prominence 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.

Lecture 2 **Organizations as group phenomena and grouping processes within social, labor and organizational branches of psychology.** Typology of groups. Different communities as group phenomena. Results and outcomes of grouping processes. Groups as organizations in variety of labor structures. Specifics of organizational psychology in group research.

Lecture 3  **Aims of implementing study of organizations to various spheres of education, industry and economy.** Different forms of educational organizations – pre-school, early and secondary school, colleges and university levels, their significance for individual and social development and personality growth. Specifics of organizations in different structures of industry and modern economy.

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

Lecture 4 **Introduction to research sphere of organizational psychology.** Basic aims and tasks of organizational psychology. Forming of organizational psychology as an organic part of labor psychology. Research methods of organizational psychology. Management issues in organizational psychology. Peculiarities of interaction and interconnections between employers and employees.

Lecture 5 **Evolutionary and behavioural predetermines of human organizations.** Primeval family, community and tribes as preceding forms of social 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.

Lecture 6 **Issue of intercourse in study of organizations.** Significance of intercourse as scientific category and research sphere of social psychology. Communicative, interactive and perceptive sides of intercourse, their content and peculiarities. Developing of necessary abilities, skills and habits for efficient intercourse within society and different forms of organizations.

Lecture 7 **"Stakeholders" in studying organizations: sponsors, clients, line managers, participants, facilitators and providers.** 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.

Lecture 8 **Projects in the field of studying organizations, decision making in different forms of organizations.** Links between theory and practice in studying organizations. Roles and functions of the leader and managers in decision making. Significance of HR managers in providing job activity. Types and styles of leadership, their effectiveness as projected on interconnection between employers and employees.

Lecture 9 **Economic and social-psychological benefits of integrating research study into organizations.** Positive outcomes and results of implying studying organizations within various spheres of economy, industry and business. Social-psychological benefits of studying different social organizations and structures. Significance of joint sociological and psychological surveys in research of social groups, social processes and personality career.

Lecture 10 **Organizations from the point of view of social and political psychology**. Social-psychological nature of organizations, their formation, functioning and development. Peculiarities of social-political processes and their impact upon organizations. Phenomenon of political leadership, political groups and parties, their influence on social organizations.

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

Lecture 12 **Evaluation and assessments of organizations through their development and performance.** Research methods and techniques in studying organizations. Quantitative and qualitative studies and surveys. Sociological and psychological questionnaires in research of organizations’ structure and functions, its personnel, personality goals and career expectations.

Lecture 13 **Main issues of study of organizations within diversity of professions and specialties.** Concepts of the world and the space of professions. Inclinations towards 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.

Lecture 14 **Cultural roots and cross-cultural features of study of organizations in modern conditions.** Account of cultural and cross-cultural conditions of organizations forming, development and functioning in modern society. Interaction of personnel members of different cultures within organizations. Intercultural coexistence and cross-cultural interaction. Organizational culture and its features.

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