PSYCHOLOGY OF LEADERSHIP IN BUSINESS

Specialty
071 – Accounting and Taxation

Institute
Institute of Social and Humanitarian Technologies

Educational program
Accounting, Auditing and Taxation

Department
Pedagogy and Psychology of Social Systems Management named after Academician I.A. Zyazyun (301))

Level of education
Master's degree

Course type
Educational, Selective

Semester
3

Language of instruction
English

Lecturers and course developers

First name and surname

Hura Tetiana
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Professor of the Pedagogy and Psychology of Social Systems Management Department named after Academician I.A. Zyazyun, NTU "KhPI"
Author and co-author of more than 300 scientific and methodological works. Leading lecturer in the discipline: "Social Work and Psychological Service", "Psychology of Leadership in Business", "Psychology of Business and Entrepreneurship", "Introduction to the specialty". "Gerontopsychology, Psychology of Emotional Intelligence. She has 9 certificates of copyright registration for her works; member of the Ukrainian Association of Organizational and Occupational Psychologists. She has 28 years of experience in higher education.

More about the teacher on the department's website
http://web.kpi.kharkov.ua/ppuss/uk/

General information

Summary

The discipline 'Psychology of Leadership in Business' is aimed at studying the history of business leadership, theories and types of leadership, components of the modern model of a business leader, the main trends and directions of development of innovative psychological technologies and opportunities for the development of a business leader's personality, their effective use in the process of professional activity of a psychologist in business structures.

Course objectives and goals

The purpose of teaching the discipline 'Psychology of Leadership in Business' is to acquaint students with the main problems of psychology of leadership in business as a branch of psychology, to prepare students to solve psychological problems in modern business organisations.

Format of classes

Lectures, individual assignments, independent work, consultations. Final control - credit

Competencies

GC4.Ability to motivate people and move towards a common goal
SC6.Ability to develop leadership skills and demonstrate them in the process of managing people
SC8. Ability to use psychological technologies for working with staff

Learning outcomes

PLO 2.Identify problems in the organisation and justify methods of their solution
PLO 10.Demonstrate leadership skills and the ability to work in a team, interact with people, influence their behaviour to solve professional problems

Student workload

The total volume of the discipline is 120 hours (4 ECTS credits): lectures - 32 hours, seminars - 16 hours, independent work - 72 hours.

Course prerequisites

"Sociological support of economic activity", "Methodology and methods of working with personnel

Features of the course, teaching and learning methods, and technologies

To successfully complete the course you need to know.
Features of the discipline, teaching methods and technologies
Lectures are conducted interactively with the use of multimedia technologies. The following methods and technologies are used in lectures and seminars: visual (illustration with practical examples); practical (conducting techniques); game (business games); documentary (psychobiographical analysis, drafting documents); problematic (cases); interactive (mental maps, speeches-presentations); independent (creative tasks. Study of literature); training (reflection, discussion). For this purpose, they use personal computers.
Teaching methods in teaching the discipline 'Psychology of Leadership in Business' are
 verbal (conversation, lecture-discussion, problem lecture); visual (illustration); practical (practical situations, tests, questionnaire); group (creative groups); game (business); documentary (analysis, drawing up psychological portraits); problematic (cases, brainstorming); interactive (mental maps, speeches-presentations);
independent (creative tasks, study of literature); research (theoretical analysis of scientific sources, empirical research); training (discussion, reflection).
A student is considered to be admitted to the semester test for the educational component if he or she has completed all seminars and independent work assignments.
Study materials are available to students at http://web.kpi.kharkov.ua/ppuss/
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Program of the course

Topics of the lectures

Topic 1. Leadership in business: the essence and relevance of today.
Basic definitions of leadership, types of leadership. Leadership qualities of a business leader.
Topic 2. Scientific concepts of leadership in ancient times and in the Renaissance.
Theoretical concepts of leadership in ancient times and in the Renaissance.
Topic 3. Scientific concepts of leadership from the middle of the twentieth century to the present day (1 part).
Theoretical provisions of leadership concepts from the mid-twentieth century to the present.
Topic 4. Scientific concepts of leadership from the mid-twentieth century to the present (part 2)
Theoretical provisions of leadership concepts from the mid-twentieth century to the present
Topic 5. Emotional leadership. Emotional intelligence.
The phenomenon of emotional leadership and emotional intelligence for a business leader.
Topic 6. Charismatic leadership.

The concept of 'charisma'. The essence of charismatic leadership. Characteristics of a charismatic business leader.

Topic 7. Transformational and transactional leadership.

Features of transformational and transactional leadership. Models and factors of transformational leadership.

Topic 8: Leadership styles in business

Features of different leadership styles. Advantages and disadvantages of different leadership styles

Topic 9. Cognitive characteristics of a leader in an organisation.

Mnemonic techniques. Recommendations for developing a business leader's memory. The concept of financial intelligence

Topic 10. Model of a business leader.

Structure of the psychogram and profiogram of a business leader. The main differences between a business leader and other leaders.

Topic 11: Authority and image of a business leader.

Types and symbols of authority. Features of the image of a business leader.

Topic 12: Cross-cultural communications in the activities of a business leader.

The essence of cross-cultural communications. Tolerant attitude to other cultures and their representatives.

Topic 13. Fundamentals of rhetoric for business leaders: effective public speaking.

Requirements, rules and elements of public speaking.

Topic 14: Fundamentals of neuro-linguistic programming in business leadership.

Key positions of success in NLP. Application of NLP in business leadership.

Topic 15: Gender peculiarities of business leadership.

Gender peculiarities in business leadership. Factors influencing the career of business women.

Topic 16: Business leadership and management

Theories of managerial leadership. Time management in business..

Topics of the workshops

Topic 1. Business leadership: the essence and relevance of today.

Application of the psychobiographical method to determine the psychological portraits of a business leader.

Topic 2. Scientific concepts of leadership in ancient times and to the present day

Identification of psychological characteristics of a business leader: foresight. Development of independent thinking skills and intellectual stimulation in a business leader.

Determining the leader's self-esteem, mastering the skills of conducting exercises and games to develop the leader's creative abilities.Determining the leadership potential of a business leader and conducting interpretation. Mastering the skills of defining the phenomenon of leadership, drawing up psychological portraits.

Topic 3: Emotional leadership. Emotional intelligence. Charismatic leadership.

Definition of emotional intelligence components, development of emotional intelligence components. Development of components of a charismatic business leader.

Topic 4. Transformational and transactional leadership. Leadership styles in business

Definition of strategic and innovative business leadership.

Application of leadership styles in business. Situational leadership styles.

Topic 5. Cognitive characteristics of a leader in an organisation. Model of a business leader.

Identification of the features of a business leader's memory. Mastering exercises to develop memory, memorisation and creative thinking. Solving situational tasks to master the method of free associations. Drawing up a psychogram and profiogram of a business leader, the ability to build a model of a business leader.

Topic 6: Authority and image of a business leader. Cross-cultural communications in the activities of a business leader. Fundamentals of rhetoric for business leaders: effective public speaking

Building the authority of a business leader. Creating an image of a business leader

Technologies for developing cross-cultural communication for business leaders.

Technologies of public speaking.

Topic 7: Fundamentals of neuro-linguistic programming in business leadership. Gender peculiarities of business leadership

Application of reframing in business leadership. Rules for managing emotions.

Topic 8: Business leadership and management
Mastering time management skills in practice. Conducting a survey to determine the management skills of a business leader.

Topics of the laboratory classes

This field is filled in the same way if the curriculum includes laboratory classes.

Self-study

The student's independent work is limited to studying lecture material and preparing for seminars. Students are also recommended additional materials (videos, articles, textbooks) for independent study and analysis, preparation for lectures and seminars.
Topics for independent work
1. Leadership in periods: Early, Late and High Renaissance.
2. Dynasties of business leaders in the field of information technology
3. Components of behaviour of charismatic and noncharismatic leaders
4. Building a programme for the development of cognitive qualities of a business leader.
5. Administrative and psychological methods of conflict management
6. Drawing up psychological portraits of businesswomen of Ukraine and the world
7. Development of a psychological forecast for the development of the group
8. Psychological characteristics of the leadership decision-making process: form, stages, phenomenology, individual differences
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Course materials and recommended reading

Main literature
1. Business Psychology and Organizational Behaviour. ByEugene McKenna. London.2020.986 p.

Additional literature
2. Edwards, J. R. (2019). The peaceful coexistence of ethics and quantitative research. Journal of Business Ethics. https://doi.org/10.1007/s10551-019-04197-6.
3. Bakar, H. A., & Omillion-Hodges, L. (2019). The mediating role of relative communicative behavior on the relationship between ethical leadership and organizational identification. Leadership and Organization Development Journal, 41(1), P.52–72.
4. Virtual Educational Space and Psychological Problems in a Pandemic (2021) / Vdovichena Olga, Bahunina Olha, Tovstukha Olesya Mikolaivna, Lukianchuk Alla and Budko Hanna Yurievna: Journal of Pharmaceutical Research International 33(50B): P.274-285.
5. Viv Shackleton. Business Leadership (Essential Business Psychology) URL: https://www.iberlibro.com/9780415103305/Business-Leadership-Essential-Psychology-Shackleton..

Assessment and grading

Criteria for assessment of student performance, and the final score structure

100% of the final grade consists of the results of the assessment in the form of a test (20%) and the current assessment (80%).
Credit: written assignment - 3 tasks (2 theoretical, 1 practical).
Current assessment: evaluating messages, results of empirical research, completion of independent work tasks..

Grading scale

Total points	National	ECTS
90–100	Excellent	A
82–89	Good	B
75–81	Good	C
64–74	Satisfactory	D
60–63	Satisfactory	E
35–59	Unsatisfactory (requires additional learning)	FX
1–34	Unsatisfactory (requires repetition of the course)	F

Norms of academic integrity and course policy

The student must adhere to the Code of Ethics of Academic Relations and Integrity of NTU "KhPI": to demonstrate discipline, good manners, kindness, honesty, and responsibility. Conflict situations should be openly discussed in academic groups with a lecturer, and if it is impossible to resolve the conflict, they should be brought to the attention of the Institute's management.
Regulatory and legal documents related to the implementation of the principles of academic integrity at NTU "KhPI" are available on the website: http://blogs.kpi.kharkov.ua/v2/nv/akademichna-dobrochesnist/

Approval

Approval	Date of approval, signature	Head of the department
		Nina PIDBUTSKA

12.06.2024

Date of approval, signature

Guarantor of EP
Tetiana DAVYDIUK

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National Technical University
"Kharkiv Polytechnic Institute"