



Syllabus Course Program



BUSINESS PSYCHOLOGY

Specialty

053 Psychology

Educational program

Psychology

Level of education

Bachelor's level

Semester

5

Institute

Social and Humanitarian Technologies

Department

of Pedagogy and Psychology of Social System Management named after Academician I.A. Zyaziun (301)

Course type

Special (professional), Optional

Language of instruction

English

Lecturers and course developers

**Olga Grybko**

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PhD in Public Administration

Associated Professor of Department of Pedagogy and Psychology of Social System Management named after Academician I.A. Zyaziun NTU «KhPI». Scientific work experience – 16 years. Author over 35 scientific papers. Leading lecturer in disciplines: Psychology of safety of human activity, Economic Psychology (2021-2023), Business Psychology (from September 2023), Political Psychology, Conflictology, State social policy, National security, Methodology of organization of scientific researches, European studies, Technology of decision making in management.

[More about the lecturer on the department's website](#)

General information

Summary

During learning the discipline, the student is able to analyze socio-psychological phenomena, theories and practices of business relationships, determines influences on it by leader's characteristics of manager and personal psychological features of employees; able to formulate his/her own views on the psychological aspects in business relationship.

Course objectives and goals

The purpose of discipline's teaching is: to acquaint students with the conceptual apparatus of business psychology, with the basics of psychological knowledge in the field of business and organizational psychology, with the main theoretical approaches that reveal the psychological patterns of human behavior associated with the business, teambuilding, organizational and managerial activities.

Format of classes

Lectures, practices, consultations, self-study. Final control in the form of a test.

Competencies

General competencies:

GC1. Ability to apply knowledge in practical situations.

GC7. Ability to generate new ideas (creativity).

Special Competencies:

SC3. Ability to understand the nature of behavior, activities and deeds.

SC7. Ability to analyze & systematize the results, formulate reasoned conclusions and recommendations.

Learning outcomes

PR9. To offer own ways of solving psychological problems and problems in the process of professional activity, to make and argue own decisions on their solution

PR14 Effectively perform various roles in the team in the process of solving professional tasks, including demonstrating leadership qualities

PR17. Demonstrate socially responsible and conscious behavior, follow humanistic and democratic values in professional and public activities

Student workload

The total volume of the course is 120 hours (4 ECTS credits): lectures - 16 hours, practices - 16 hours, self-study - 88 hours.

Course prerequisites

Previous disciplines: General Psychology, Age psychology. Necessary knowledges are understanding of humans' psychic development, gender and age differences, understanding of general psychological area of researches, different approaches to psychological studies.

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

Methods of teaching in the discipline "Economic psychology" are:

- verbal (conversation, discussion, lecture, work with a book);
- visual (illustration with practical examples);
- practical (practical exercises).

Active teaching methods used: discussion, brainstorming, problem-based methods, method of specific practical pedagogical situations, educational, business and role-playing games.

Program of the course

Topics of the lectures

Topic 1. Theoretical foundations of business psychology

1. Business activity and managerial relations. Object and subject of business psychology. Psychologization of business and people in managerial relations. Prerequisites for the emergence of business psychology. The main directions of development of business psychology. Psychological patterns of business activity.

Topic 2. Personality as an object and subject of business activity

Personal development based on its socialization. "I-concept" and self-esteem of the individual in the business activity and managerial relations. Motivation as a base of business activity.

Topic 3. Teambuilding in business

Labor team: concept, functions, relationships. Personnel policy in the organization to create a highly organized team. Structure and main characteristics of labor collective individual microstructures. Psychological features of workforce management. Small group as an object of influence. Types of functional organization in business. Models of communication networks of business activity. Interaction of group members. Efficiency of joint group activities in business. The concept and principles of managerial communication. Psychological issues of leadership in business.

Topic 4. Psychology of managerial activities in business

Human activities' theories. Basic psychological principles of people management. A manager's psychological power and possibilities of applying it. Leader as a subject of management. Communicative and organizing skills. Management and leadership in the organization.

Topic 5. Psychology of business decision-making

The concept and typology of managerial decisions. The main signs of a "good decision". Psychological aspects of decision making. Behavior of the leader when making a decision. Organization of group decisions in business. Psychological features of group decision making.

Topic 6. Psychology of planning and organizing

Psychological preconditions for organizations formation. The notion of the process of activity organizing. Psychological problems of people's interaction coordination in an organization. The hierarchy of goals. Psychological aspects of individual planning strategies.

Topic 7. Psychological foundations of work and professional activity organizing

Psychological structure of professional activity, its psychological analysis. The essence of psychologic requirements for personnel selection. Psychological aspects of optimizing work conditions and schedules. Psychologic requirements for work place organizing. Psychologic protection of a personality.

Topics of the workshops

Topic 1. Theoretical foundations of business psychology

Discussion of lecture's material. Making box of basic concepts of business psychology.

Topic 2. Personality as an object and subject of business activity

Discussion of lecture's material. Examination what personality features help in business activity and vice versa.

Topic 3. Teambuilding in business

Discussion of lecture's material. Business simulation game "My team".

Topic 4. Psychology of managerial activities in business

Discussion of lecture's material. Making box of manager's main psychological characteristics.

Topic 5. Psychology of business decision-making

Round table discussion about decision-making process. Comparative analysis of the most popular ways of collective decision-making.

Topic 6. Psychology of planning and organizing

Discussion of lecture's material. Making plans of certain activities, find out psychological influence on planning and organizing process.

Topic 7. Psychological foundations of work and professional activity organizing

Discussion of lecture's material. Business simulation game "Business(wo)man and 1) tax officer 2) banker 3) business partner(s) 4) employee.

Topics of the laboratory classes

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Self-study

Studying of lecture material, Preparation for practical studies. Control is provided on workshops.

Course materials and recommended reading

BASIC LITERATURE

1. Business Psychology in Practice. Edited by Pauline Grant. Association of Business Psychologists. Whurr Publishers: London and Philadelphia. 2018. 425 p.
2. Industrial/Organizational Psychology, Sixth Edition. By Michael G. Aamodt. WADSWORTH CENGAGE Learning, 2010. Belmont, CA, USA. 705 p.

ADDITIONAL LITERATURE

1. Psychology in Economics and Business: An Introduction to Economic Psychology. Gerrit Antonides. Springer Science & Business Media, 1996. 430 p.
2. Logunova, M.M. Socio-psychological aspects of managerial activity. Kyiv: The Center for Facilitating State Service Institutional Development. 2006. 342 p.
3. Romanovskij, O.G. (ed.), Mikhailichenko, V.E., Gren, L.M., Knysh A.E. Psychology of a leader's managerial activity. A science-methodological aid. Kharkiv: NTU "KhPI", 2015. 116 p.

4. Romanovskij, O.G., Ponomaryov, O.S., Gura, T.V., et al. Preparing competitive managerial humanitarian-technical elite. A monograph. Kharkiv: NTU "KhPI", 2014. 214 p.
1.NTU "KhPI" repository.
2. McKenna, Eugene F. Business psychology and organizational behaviour. Psychology Press. 622 p. URL: <http://www.psypress.com/mckenna/>
3. Herbert A. Simon, Donald W. Smithburg, Victor A. Thompson. Management in organizations. 1962. 582 p. URL : <https://www.amazon.com/ADMINISTRATION-Smithburg-Thompson-Hardcover-publishers/dp/B001KYYQ4G>
4. Psychological Management of Individual Performance. Edited by Sabine Sonnentag. John Wiley & Sons. Ltd., Baffins Lane, Chichester, West Sussex, UK. 2002. 542 p. URL : <https://lib-pasca.unpak.ac.id/index.php?p=fstream-pdf&fid=3379&bid=15406>

Assessment and grading

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

Control of the systematic implementation of independent work and activity in practical classes
The assessment is carried out on a 5-point scale according to the following criteria:

- 1) understanding, the degree of assimilation of the theory and methodology of the problems being considered;
- 2) the degree of mastering the material of the discipline;
- 3) familiarization with the recommended literature, as well as with modern literature on the issues that are being considered;
- 4) the ability to combine theory with practice when considering production situations, solving problems, performing calculations when performing tasks submitted for independent work, and tasks submitted for consideration in the classroom;
- 5) logic, structure, style of presentation of material in written works and when speaking in an audience, the ability to substantiate one's position, generalize information and draw conclusions.

The mark "excellent" is given if the student's completed assignment or his oral answer meets all five specified criteria.

The absence of one or another component lowers the mark by the corresponding number of points.

When evaluating practical tasks, attention is also paid to their quality and independence, the timeliness of the delivery of completed tasks to the teacher (according to the schedule of the educational process). If any of the requirements are not met, the score will be lowered.

Intermediate control

Intermediate control of the level of knowledge involves the identification of the student's mastering of the material of the lecture material and the ability to apply it to solve a practical situation and is carried out in the form of control work.

Final control

The final grade for the discipline is calculated as the average of several components, taking into account the assessments of each type of control (two assessments based on the results of the current modular control, an assessment for the course project and the final test).

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

Approved by



15.09.23

Head of the department
Oleksandr ROMANOVSKIY

Guarantor of the educational
program
Zhanna BOHDAN

14.09.23