

Syllabus



Culture and psychology of management

Higher education degree - bachelor
Field of knowledge - 29 International relations
Specialty - 293 International Law
Educational and Professional Program - International Law

Study year – 4 Semestr – 7
Number of credits: 5, Language of study: english

Head of the course:

D. in Psychology, Assoc. prof. Tetiana NADVYNICHNA

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Description of the discipline

This course contributes to the formation of highly qualified future legal professionals. Accordingly, you get the opportunity to develop the ability to self-assessment, self-control, self-realization, work out possible models of behavior in situations of stress management, understand the logic of management activities, the ability and psychological readiness of managers to work in a team and build it, which will ultimately contribute to the formation of a new paradigm of managerial activity.

Course structure

№	Topic	Learning outcomes	Control measures
1	Culture in the organizational management system	To have a formed integral system of knowledge on management culture, including the phenomenon, general principles, methodology, structure, functions, history of development and its leading modern trends.	Tests, surveys
2	Psychological requirements for a manager	Know the psychological characteristics of a manager's personality. To know, understand and adhere to the ethical principles of professional activity of a manager. Have the skills of psychological analysis of the internal and external environment of the organization.	Tests, surveys
3	Style and social and psychological aspects of leadership	To know the social and psychological features of management, the psychology of managerial activity, styles of interaction with subordinates. Psychologically analyze individuals and interpersonal relationships in groups.	Tests, surveys, practical assignment
4	Psychology of the labor collective	Be able to form a team of employees of the organization by creating a positive psychological microclimate in the team. Predict and influence the behavior of subjects of socio-economic relations using psychological methods. Determine the means of optimal influence on employees to create an appropriate social and psychological climate in the team.	Tests, surveys
5	Increasing the efficiency of an individual's work by stimulating and forming sustainable motives. Activation of personnel activities	To be able to form a team of employees of the organization by developing an effective system of labor motivation. Form an effective management team that professionally uses human potential to achieve the organization's goals. Possess the tools of psychological stimulation of employees, which involves the need to	Tests, surveys

		take into account the internal potential of the employee.	
6	Human resource management culture (recruitment: methods of search and selection of candidates)	Be able to form a team of employees of the organization through professional selection.	Tests, surveys, essays
7	Culture of conflict management	Ability to use various communication technologies to organize effective communication based on tolerance, dialogue and cooperation. Prevent and resolve conflicts.	Тести, опитування, практичне завдання
8	Practice of self-management	Master the techniques of self-management. Be able to overcome resistance to organizational change. Plan and organize own activities, combine the main principles of a manager, applying the most appropriate and effective styles and methods of work depending on the situation.	Tests, surveys, essays

Literary sources

1. Adizes I. Team Leadership. K.: Our format, 2018. 304 с.
2. Balabanova L., Sardak O. Personnel management. K.: CNL, 2019. 468 с.
3. Culture of management: monograph / Sadkovyi V.P., Nazarov O.O., Dombrovska S.M., Krutii O.M., Ponomarev O.S., Kharchenko A.O. Kharkiv: NUCSU, 2018. 218 с.
4. Ladaniuk A. et al. Methods of modern management theory. K.: Lira-K, 2018. 368 с.
5. Fundamentals of self-management and leadership: a textbook. Kharkiv: KNEU named after S. Kuznets, 2019. 212 с.
6. Matviychuk T. Conflictology: a study guide. Lviv: GALICH-PRESS Publishing House, 2018. 76 с.
7. Sager L. Management of internal communications of enterprises: theory, methodology, practice: monograph. K.: TsUL, 2018. 196 p.
8. Organizational culture as a factor of conflict management. Scientific Bulletin of Kherson State University. Ser: Economic Sciences. 2019. Issue 33. C. 181-185.
9. Stillman Y., Stillman D. Generation Z at work. K.: Fabula, 2019. 304 с.
10. Psychological features of conflict management in the labor collective. International scientific journal "Internauka". 2021. № 5(1).C. 36-40.
11. Khodakivskyi E. et al. Psychology of management: a textbook. K.: CNL, 2020. 492 с.

12. Yakhno T., Kurevina I. Conflictology and negotiation theory. K.: TSUL, 2020. 168 c.

13. Anderson R., Adams W., Scaling Leadership: Building Organizational Capability and Capacity to Create Outcomes that Matter Most. Wiley, 2019. 288 p.

14. Batryn N. Psychology of Management: Lectures. Ternopil: TNEU, 2020.

15. Mansour J. & Zaheer A. How Leaders Around the World Build Trust Across Cultures. Harvard business review. MAY 27, 2019.

16. Organizational Culture and Leadership (The Jossey-Bass Business & Management Series) 5th Edition by Edgar H. Schein. Hoboken: Wiley, 2019.

17. Sosik J., Jung D. Full Range Leadership Development: Pathways for People, Profit, and Planet. Routledge, 2018. 352 p.

18. Strasner M. Mastering Leadership: Shift the Drift and Change the World. 2018. 222p.

19. The New Psychology of Leadership / S. Alexander Haslam; Stephen D. Reicher; Michael J. Platow. Routledge, 2020.

20. The Social Psychology of Leadership. Michael J. Platow, S. Alexander Haslam, and Stephen Reicher. The Oxford Handbook of Social Influence. Edited by Stephen G. Harkins, Kipling D. Williams, and Jerry Burger. Print Publication Date: Sep 2017.

Evaluation policy

- Policy on deadlines and rescheduling: Rescheduling of modules takes place with the permission of the dean's office if there are good reasons (for example, sick leave).
- Academic Integrity Policy: Copying during tests and exams is prohibited (including using mobile devices).
- Attendance Policy: Attendance is a mandatory component of assessment. For objective reasons (for example, illness, international internship, and other reasons), training can take place online with the permission of the university administration.

Evaluation

The final grade for the course is calculated as follows:

Credit module 1	Credit module 2	Credit module 3	Total
30	40	30	100%
1. Oral questioning during the class (4 topics of 5 points each - 20 points) 2. Module test - 80 points	Oral questioning during classes (4 topics of 5 points each - 20 points) 2. Module test - 80 points	Preparation of the CPIT - max. 40 points. Defense of the CPIT - max. 40 points Participation in trainings - max. 20 points	

Student evaluation scale:

ECTS	Marks	Content
A	90-100	excellent
B	85-89	good
C	75-84	good
D	65-74	satisfactorily
E	60-64	enough
FX	35-59	unsatisfactory with the possibility of reassembly
F	1-34	unsatisfactory with a mandatory repeat course