

# PSYCHOLOGICAL BASIS OF PERSONNEL MANAGEMENT

(name of discipline)

## OUTLINE

### TO THE CURRICULUM OF THE INSTITUTION OF HIGHER EDUCATION

Specialties of II level of higher education 7-06-0714-02

**Specialty area** Innovative technologies in mechanical engineering (Mechanical engineering and machine science), (Welding technologies), (Computer-aided engineering of transport and technological machines)

	Form of higher education	
	Full-time (daytime)	Correspondence
Course	2	3
Semester	3	3
Lectures, hours	34	8
Practical (seminar) classes, hours	-	-
Credit, semester	3	3
Classroom hours in the academic discipline	34	8
Independent work, hours	74	100
Total hours in the academic discipline /credits	108/3	108/3

#### 1. Summary of the content of the academic discipline

Psychological foundations of personnel management” is a discipline that forms the psychological and pedagogical basis in the preparation of a future professional. The discipline belongs to the module “Pedagogy and psychology of higher education” (state component). Its study contributes to the formation of the following universal competence among undergraduates: to apply psychological and pedagogical methods and information and communication technologies in education and management.

#### 2. Course learning outcomes

As a result of studying the discipline “Psychological foundations of personnel management”, a master’s student must:

##### Know:

- theories, methodology and methods of management psychology;
- specificity of intra-organizational socio-psychological phenomena and processes;
- basic management functions, psychological aspects of management relations;
- psychological methods of managerial influence in order to increase the efficiency of communications and work activities of employees;
- signs and elements of modern organizational (corporate) culture.

##### Be able to:

- use psychological empirical methods for studying intra-organizational socio-psychological phenomena and processes (tests, observation, survey, experiment);
- navigate the structure of the team, diagnose the nature of interpersonal relationships in the group, the status of each employee in the group;
- apply information and communication technologies to analyze the socio-psychological climate and group dynamic processes in a team;

- identify personal and professionally important qualities of employees, develop programs for their professional development to prevent crises of professional development and professional deformation; provide opportunities for his career growth;
- determine the style of management activity that is adequate to the personnel composition of employees and the existing situation in the organization;
- apply the acquired knowledge to manage the socio-psychological climate in the organization, the process of conflict resolution and management decision-making;

**Have a skill:**

- knowledge of techniques and psychotechnics for increasing the efficiency of personnel management;
- diagnostics of personal and professionally important qualities of employees, professional selection and adaptation of personnel, optimization of personnel and formation of an effective team in the organization;
- assessing and maintaining the performance and motivation of employees, psychological counseling;
- analysis and assessment of various problem and conflict situations underlying the decline in management efficiency;
- designing management decisions in the field of personnel management;
- implementation of self-reflection and analysis of situations in management activities.

**3. Competencies**

Mastering this academic discipline should ensure the formation of the following competence:

Names of formed competencies
Apply psychological and pedagogical methods and information and communication technologies in education and management

**4. Requirements and forms of midcourse evaluation and summative assessment**

The following forms are used to diagnose competencies:

- oral;
- written;
- current test, test, essay;
- intermediate test.