PSYCHOLOGICAL FOUNDATIONS OF HUMAN RESOURCE MANAGEMENT
OUTLINE
TO THE CURRICULUM OF THE INSTITUTION EDUCATION
(name of discipline)

Specialty: 7-06-0715-01 Transport
Profiling: Technological operation of vehicles
Specialty: 7-06-0716-01 Instrumentation
Profiling: Information systems and technologies of non-destructive testing and diagnostics

	Form of higher education	
	Full-time (daytime)	Correspondence
Course	1	1
Semester	2	2
Lectures, hours	34	6
Practical (seminar) classes, hours	16	4
Credit, semester	2	2
Classroom hours in the academic discipline	50	10
Independent work, hours	58	98
Total hours in the academic discipline /	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.