

**PSYCHOLOGICAL FOUNDATIONS OF HUMAN RESOURCE MANAGEMENT**  
(name of discipline)  
**ANNOTATION**

**TO THE EDUCATIONAL INSTITUTION'S CURRICULUM**

Specialties 7-06-0732-01 Construction

Profiling Industrial and civil construction

|                                                  | Form of higher education |           |
|--------------------------------------------------|--------------------------|-----------|
|                                                  | Full-time (daytime)      | Part-time |
| Course                                           | 1                        | 1         |
| Semester                                         | 2                        | 2         |
| Lectures, hours                                  | 34                       | 6         |
| Practical (seminar) classes, hours               | 34                       | 6         |
| Credit, semester                                 | 2                        | 2         |
| Classroom hours in the academic discipline       | 68                       | 12        |
| Independent work, hours                          | 132                      | 188       |
| Total hours in the academic discipline / credits | 200/6                    | 200/6     |

1. Brief summary of the academic discipline

The course "Psychological Foundations of Human Resource Management" is a discipline that forms the psychological and pedagogical basis for the training of future researchers.

2. Learning Outcomes: The student should:

**Know:**

- the theories, methodology, and methods of management psychology;
- the specifics of intra-organizational socio-psychological phenomena and processes;
- the basic management functions and psychological aspects of management relationships;
- psychological methods of management influence to improve the effectiveness of communications and employee performance;
- the characteristics and elements of modern organizational (corporate) culture.

**Be able to:**

- use psychological empirical methods to study intra-organizational socio-psychological phenomena and processes (tests, observation, surveys, experiments);
- navigate the structure of a team, diagnose the nature of interpersonal relationships within a group, and the status of each employee within the group;
- apply information and communication technologies to analyze the socio-psychological climate and group dynamic processes within a team;
- identify the personal and professionally important qualities of employees, develop their professional development programs to prevent professional development crises and professional deformation; provide opportunities for career advancement;
- determine a management style appropriate to the personnel composition and the current situation in the organization;
- apply acquired knowledge to manage the socio-psychological climate in the organization, the process of conflict resolution and management decision-making;

**Have skills:**

- master methods and psychotechnics for improving the effectiveness of personnel management;

- diagnose the personal and professionally important qualities of employees, professional selection and onboarding of personnel, optimize the personnel composition and build an effective team in the organization;
- assess and maintain employee performance and motivation, provide psychological counseling;
- analyze and evaluate various problematic and conflict situations underlying the decline in management effectiveness;
- design management decisions in the field of personnel management;
- implement self-reflection and analyze situations in management activities.

**3. Competencies to be developed:** apply psychological and pedagogical methods and information and communication technologies in education and management.

**4. Requirements and forms of ongoing and midterm assessment.**

Ongoing assessment: written test.

Midterm assessment: oral test.