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Federal State Autonomous Educational Institution of Higher Education "Peoples' Friendship
University of Russia named after Patrice Lumumba»

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Faculty of Economics

Recommended MSTS

WORKING PROGRAM OF THE DISCIPLINE

Name of discipline **Personal Theory: Psychology, Leadership, Teambuilding**

Recommended for the direction of training
38.04.03 "Personnel management"
(the code and name of the direction of training / specialty are indicated)

Program focus (profile)

"Human Resource Management in a Cross-Cultural Environment"
(name of the educational program in accordance with the direction (profile))

2023 г

1. Goals and objectives of the discipline:

The purpose of the discipline "Personality Theory: Psychology, Leadership, Teambuilding" is to introduce undergraduates to the basic concepts, theories and problems of personality psychology, leadership and teambuilding, to trace the connection between the methodological, theoretical and empirical levels of scientific knowledge.

The objectives of the discipline "Theory of Personality: Psychology, Leadership, Teambuilding" are determined by the content and specifics of its subject, on the basis of which the future master will have a broader understanding of the main socio-psychological problems associated with personality psychology, psychology of leadership and work of the individual in a team, which will contribute to the expansion of scientific horizons, increase the general culture of the future master.

In a more detailed form, the tasks of the discipline are:

- providing students with knowledge about the basic methodological principles on which research in the field of personality psychology, psychology of leadership and psychology of the team is based;

- Identification of general and specific features of scientific theory, psychological theory and personality theory, leadership theory;

- Conducting an analysis of classical and modern theories of personality, theories of leadership;

- The study of the foundations of socio-psychological knowledge, including knowledge of the existence of historical continuity in the formulation and solution of the main issues of personality psychology, psychology of leadership, team building;

- Mastering the applied aspects of this discipline: personality diagnostics and his leadership abilities; diagnostics, correction, forecasting and team building.

2. Place of discipline in the structure of EP VO:

The discipline "Personality Theory: Psychology, Leadership, Teambuilding" refers to the basic variable part, formed by participants in educational relations block **B1.V.06** of the curriculum.

Table No. 1 shows the previous and subsequent disciplines aimed at the formation of discipline competencies in accordance with the competency matrix of the EP HE.

Table No. 1 - Previous and subsequent disciplines aimed at the formation of competencies

№ п/п	Шифр и наименование компетенции	Предшествующие дисциплины	Последующие дисциплины (группы дисциплин)
Универсальные компетенции			
	УК-3 is able to organize and manage the work of the team, developing a team strategy to achieve the goal	Modern technologies of personnel development management in a cross-cultural environment Systems of motivation and stimulation of labor activity Recruitment technology: foreign and Russian practice Cross-cultural management	Organization of research activities in the field of personnel management Innovative technologies of personnel decision-making

	<p>UK-4 is capable of applying modern communication technologies in the state language of the Russian Federation and foreign language(s) for academic and professional interaction.</p> <p>UK-5 is able to analyze and take into account the diversity of cultures in the process of intercultural interaction.</p> <p>UK-6 Is able to identify and implement the priorities of his own activities and ways to improve it based on self-assessment</p>	<p>HR management: Russian and foreign experience</p> <p>Cross-cultural management</p> <p>Personnel safety and labor protection</p> <p>Modern problems of personnel management in international companies</p> <p>HR management: Russian and foreign experience</p> <p>Modern technologies of personnel development management in a cross-cultural environment</p> <p>Talent Management</p> <p>Modern technologies of personnel development management in a cross-cultural environment</p> <p>HR analytics</p> <p>Systems of motivation and stimulation of labor activity</p> <p>Talent Management</p>	<p>Strategic personnel management in international companies</p> <p>Pre-graduate practice</p> <p>Organization of research activities in the field of personnel management</p> <p>Evaluation of labor efficiency and personnel management</p> <p>Pre-graduate practice</p>
General professional competencies			
	<p>OPK-1 is able to apply knowledge (at an advanced level) of economic, organizational, managerial, sociological, psychological theories and law in solving professional tasks, generalize and critically evaluate existing best practices and the results of scientific research on personnel management and related fields</p>	<p>Modern problems of personnel management in international companies</p> <p>HR management: Russian and foreign experience</p> <p>Modern technologies of personnel development management in a cross-cultural environment</p> <p>Systems of motivation and stimulation of labor activity</p> <p>Recruitment technology: foreign and Russian practice</p> <p>Cross-cultural management</p>	<p>Strategic personnel management in international companies</p> <p>Personnel policy</p> <p>Innovative technologies of personnel decision-making</p> <p>Evaluation of labor efficiency and personnel management</p>

	<p>OPK-4 is able to design organizational changes, manage project and process activities and a division of the organization</p> <p>OPK-5 is able to use modern information technologies and software tools in solving professional tasks</p>	<p>Modern problems of personnel management in international companies</p> <p>HR management: Russian and foreign experience</p> <p>HR analytics</p> <p>Talent Management</p> <p>HR analytics</p> <p>Systems of motivation and stimulation of labor activity</p> <p>Recruitment technology: foreign and Russian practice</p> <p>Talent Management</p>	<p>Strategic personnel management in international companies</p> <p>Personnel policy</p> <p>Organization of research activities in the field of personnel management</p> <p>Innovative technologies of personnel decision-making</p> <p>Evaluation of labor efficiency and personnel management</p> <p>Evaluation of labor efficiency and personnel management</p> <p>Pre-graduate practice</p>
Professional competencies			
	<p>PC-7 is able to analyze innovation processes, plan and carry out work on the implementation of innovation activities, on building an innovative policy for the development of the organization's personnel</p>	<p>Modern problems of personnel management in international companies</p> <p>HR management: Russian and foreign experience</p> <p>Modern technologies of personnel development management in a cross-cultural environment</p> <p>Cross-cultural management</p> <p>Talent Management</p>	<p>Personnel policy</p> <p>Organization of research activities in the field of personnel management</p> <p>Innovative technologies of personnel decision-making</p> <p>Pre-graduate practice</p>

3. Requirements for the results of mastering the discipline:

The process of studying the discipline is aimed at the formation of the following competencies:

As a result of mastering the discipline, the following competencies:

UK-3 Able to organize and manage the work of the team, developing a team strategy to achieve the goal

UK-4 Able to use modern communication technologies in the state language of the Russian Federation and foreign language(s) for academic and professional interaction.

UK-5 Able to analyze and take into account the diversity of cultures in the process of intercultural interaction.

UK-6 Able to identify and implement the priorities of their own activities and ways to improve it based on self-assessment

GPC-1 Able to apply knowledge (at an advanced level) of economic, organizational, managerial, sociological, psychological theories and law in solving professional problems, generalize and critically evaluate existing best practices and results of scientific research in personnel management and related fields

GPC-4 Capable of designing organizational change, managing project and process activities and organizational unit of change, managing project and process activities and organizational unit

GPC-5 Able to use modern information technologies and software in solving professional problems

PC-7 Able to analyze innovative processes, plan and carry out work on the implementation of innovative activities, on building an innovative policy for the development of the organization's personnel

As a result of the development of competencies, the student must:

Know:

- basic personality theories, leadership theories and features of teambuilding;
- how to apply socio-psychological knowledge of personality theories, leadership theory and features of teambuilding to carry out research and innovation activities in order to obtain new knowledge;
- principles, forms and methods for diagnosing organizational development and using them in their professional activities

Be able to:

- create teams of professionals and work effectively in teams, defend their position, convince, find compromise and alternative solutions;
- develop a philosophy and concept of personnel management;
- to form and maintain a comfortable moral and psychological climate in the organization and an effective organizational culture;
- identify and formulate topical scientific problems in the field of personnel management (psychological aspect);
- to design an effective personnel policy.

Own:

- skills of independent creative work;
- methods and skills of setting tasks for the development of the personnel management system in the organization;
- skills to analyze the moral and psychological climate in the team;
- skills of searching, collecting, processing, analyzing and systematizing research in the field of personality psychology, psychology of leadership;
- skills in the development and organization of the application of modern methods and technologies of team management;
- skills in the development and effective use of modern socio-psychological technologies in teambuilding;
- skills of organizing conflict and stress management; knowledge and skills to prevent personal professional deformation and professional burnout.

4. Volume of discipline and types of educational work

The total labor intensity of the discipline is **108 hours 3 credits**.

Type of study work	Всего часов	Семестры			
		2			

Classroom activities (total)	36	36			
Including:	-	-	-	-	-
lecture	18	18			
<i>Practical exercises (PZ)</i>					
<i>Seminars (C)</i>	18	18			
<i>Laboratory work (LR)</i>					
Independent work (total), incl. control	72	72			
General labor intensity	час	108	108		
	зач. ед.	3	3		

5. The content of the discipline

5.1. The content of the sections of the discipline

№ п/п	Name of the discipline section	Contents of the section (topic)
1.	Section 1. Psychology of personality Topic 1. Personality as a subject psychological knowledge.	<p>Personality as an object and subject of psychological knowledge. The concept of "personality" in sociology, philosophy, cultural studies and other social and human sciences. Peculiarities category of "personality" in psychology. Subjective activity man as a condition for the evolution of his personality. Attitude social and biological (natural) in psychological man's stock. The logic of the processes of personal development. Basic concepts of the psychological science of personality. Methods of psychological knowledge of personality. Research methods: analysis of psychological and management literature</p>
2.	Topic 2 Individual psychological properties and personality traits.	<p>Psychology of abilities. Definition of abilities. Classification of abilities. General intelligence. Mental age and IQ. Tests for general intelligence and special abilities. The structure of the intellect. Intelligence and creativity. Development of abilities. Capabilities and personal development. Personal creativity. Temperament. Concept. Types of temperaments. Basic properties temperament. Relationship of temperament with basic properties personality. impressionability, emotion, impulsiveness, anxiety. Character. general representations, as a system of the most stable personality traits. character like system of human relations to the world, to other people, to oneself yourself. Character as a form of behavior necessary for maintaining the structure of motives. Bases of construction typology of characters (according to E. Kretschmer, according to A.E. Lichko, according to K. Leonhard, according to E. Fromm and others) The conditions for its formation and development of leading features. Character as individual life style. Relationship with human will and motivation behavior. Orientation. The concept of directionality as one from socially determined substructures of personality. Needs and urges, desires and aspirations. Concepts interest and outlook. The role of moral ideals in worldview formation. unconscious impulses in direction structure. Psychological setting. Attraction dynamics. Motives and motivations. Structure and mechanisms of motivation. Meaning, significance, values orientation. Hierarchy of values. Mechanisms of formation and development of the motivational-need sphere of the personality. Emotions. Definition of emotions and the main aspects of their study: phenomenon, state, process. The specificity of mental</p>

		<p>reflections in emotions. Emotions and cognition. Emotions and motivation.</p> <p>Emotion as a phenomenon. Emotion as a state: expression and their physiological correlates. Emotion as a process: conditions occurrence and patterns of the flow of emotions. Theory James-Lange, its physiological and psychological aspects. emotional states. Affects, their psychological Characteristics, diagnosis of affective traces. Stress.</p> <p>Anxiety: situational and individual (personal) Aspects. Frustration and reactions to it. Subject-situational emotions. Feelings and personality development. Mastery of the emotional sphere and the ability to self-regulate behavior. Emotions and personality. The idea of emotions in various types of psychotherapy. Will. The notion of will process in the psychology of consciousness. Volitional regulation as transformation (rethinking) of problem situations. Will and personality.</p> <p>Research methods: analysis of psychological and management literature,</p>
3	<p>Topic 3. Theories of personality in psychology</p>	<p>Psychodynamic direction in personality theory and its derivatives: personality theory 3. Freud, analytical (archetypal) concept of C. G. Jung, Personality Theory in individual psychology A. Adler. Teaching-behavioral and socio-cognitive direction in personality theory: operant learning theory B.F. Skinner, socio-cognitive theory of personality A. Bandura, J. Rotter's theory of social learning of personality, cognitive theory by J. Kelly, neocognitive theory by X. Tome.</p> <p>Humanistic direction and related theories personalities: personality in the system of "humanistic psychoanalysis" E. Fromm, psychosocial or ego-theory of personality E. Erickson, socio-cultural approach to personality assessment by K. Horney, A. Maslow's theory of personality.</p> <p>Dispositional and phenomenological direction in theory of personality: femenological theory of personality K. Rogers, G. Allport's dispositional theory of personality, structural theory of personality traits by R. Cattell, theory of types G. Eysenck's personalities, K. Levin's "field" theory. The main provisions of personality psychology in the domestic psychology: features of personal development in the school of L.S.Vygotsky, the mental warehouse of personality according to S.L. Rubinstein personality structure in the theory of B.G. Ananyeva, active approach in the theory of A.N. Leontiev, the concept of personalization in works of A.V. Petrovsky, the dynamic structure of personality according to K.K. Platonov, individual-personal typology of L.N.Sobchik</p> <p>Research methods: use of methods: conversations, business game, literature analysis</p>
4	<p>Section 2. Psychology of leadership Topic 4. Structure of leadership</p>	<p>Components of the leadership structure. role-playing phenomenon leadership differentiation. Structure of business leadership. Structure of emotional leadership. Leadership roles. role-playing differentiation of leadership: traditional interpretations: R. Bales, F. Slater, P. Burke, and others. An alternative approach in study of role differentiation of leadership. Mechanisms nominations to the position of leader: psychological exchange, "implicit theory" of leadership. exchange like transactional phenomenon. Exchange as manifestation "idiosyncratic credit".</p>

		<p>value exchange as mechanism into a leadership position. Mechanism of influence in leadership. Identification as a mechanism of influence. Leadership dynamics. Dynamics of leadership in groups of stationary type. Dynamics leadership in temporary groups.</p> <p>Research methods: use of methods: conversations, business games, tests, literature analysis.</p>
5	Topic 5. Mechanisms and dynamics leadership	<p>Mechanisms for advancing to the position of leader: psychological exchange, the "implicit theory" of leadership. exchange like transactional phenomenon. Exchange as manifestation "idiosyncratic credit". value exchange as mechanism into a leadership position.</p> <p>Mechanism of influence in leadership. Identification as a mechanism influence. Leadership dynamics. Group Leadership Dynamics stationary type. Leadership Dynamics in Temporary Groups type.</p> <p>Research methods: conversation, literature analysis, test achievement motivation questionnaire</p>
6	Topic 6. Leadership and group process	<p>Leadership in small groups. Five factor model of personality crap. Self-categorization and leadership. Group norms and leadership. Interpersonal compatibility and leadership. Group decision making and leadership. Group efficiency and leadership. Leadership in large groups. image of a political leader. charismatic personality and leadership. Types of political leaders.</p> <p>Research methods: conversation, literature analysis, observation, a test for diagnosing communicative and organizational skills, test "readiness for self-development"</p>
7	<p>Section 3. Psychological aspects of teambuilding</p> <p>Topic 7. Social and psychological basics of team building.</p>	<p>Group as an object of control. Group formation. Groups different levels of development: conglomerate, nominal, association, cooperation, autonomy, collective, corporation. Group functions. group norms and values. Characteristics groups. Official and informal roles in the group. concept collectives and teams. Command types. The idea of "management team". Its specificity and difference from others forms of group activity. The essence of modern social psychological approaches to team building. Process team formation. Selection of "players". Life cycle groups and group dynamics. The phenomenon of group activity. Signs of these concepts, characteristic of managerial commands. Professional and personal features, improving the efficiency of teambuilding. Planning team activity. The use of role theory in working with the management team. Personal and team goals. Motivation of team members. Specifics of use modern approaches to the motivation of activities in the process team building.</p> <p>Research methods: conversation, observation, literature analysis.</p>
8	Topic 8. Decision making and conflicts in a team	<p>Mapping the decision-making process of the group and a separate person. How to avoid groupthink. How avoid problems of escalation of adherence. How to avoid paradox of Abilene. The need to be right. Oppression conformity. Model of a rational person. Pluralistic neglect. Decreased sensitivity. Responsibility for behavior. reward model. Models suitable roles. Elimination of conflict of interest. Creation a culture of honesty. Types of conflicts and work efficiency commands. Proportional and perceptual conflicts.</p>

		<p>Team Dilemma: Team Interest vs. Team Interest its individual members. Dangers and pitfalls of democracy. Strategies that minimize competition and enhance cooperation.</p> <p>Research methods: literature analysis, conversation, generalization materials studied.</p>
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5.2. Sections of disciplines and types of classes

№ п/п	Name of the discipline section	Лекц.	Практ. зан.	Лаб. зан.	Семина	СРС	Всего час.
1.	Section 1. Psychology of personality Topic 1. Personality as a subject psychological knowledge.	2			2	9	13
2.	Topic 2 Individual psychological properties and personality traits.	2			2	9	13
3	Topic 3. Theories of personality in psychology	2			2	9	13
4	Section 2. Psychology of leadership Topic 4. Structure of leadership	2			2	9	13
5	Topic 5. Mechanisms and dynamics leadership	2			2	9	13
6	Topic 6. Leadership and group process	2			2	9	13
7	Section 3. Psychological aspects of teambuilding Topic 7. Social and psychological basics of team building.	2			2	9	13
8	Topic 8. Decision making and conflicts in a team	4			4	9	15

7. Practical classes (seminars) (if available)

№ п/п	№ раздела дисциплины	Тематика практических занятий (семинаров)	Трудоемкость (час.)
1.	Section 1. Psychology of personality	Topic 1. Personality as a subject psychological knowledge.	2
2.		Topic 2 Individual psychological properties and personality traits.	2
3		Topic 3. Theories of personality in psychology	2
4	Section 2. Psychology of leadership	Topic 4. Structure of leadership	2
5		Topic 5. Mechanisms and dynamics leadership	2
6		Topic 6. Leadership and group process	2
7	Section 3. Psychological aspects of teambuilding	Topic 7. Social and psychological basics of team building.	2
8		Topic 8. Decision making and conflicts in a team	4

8. Logistics support of discipline:

classrooms (rooms) with workplaces for lectures (according to the number of students in the flow) and for seminars (according to the number of students in separate groups) Room 43-, 21 workplaces:

System unit Intel Intel i5 3200 MHz/8192 MB/500 GB/DVD/audio
Monitor Philips 234E5Q
Multimedia projector Casio XJ-V100W
- board, screen.

9. Information support of discipline

a) software

MS Windows 7 64bit
Microsoft Office 2013
Expert Systems
Adobe CS3 Design Premium
BEST-OFFICE system
Eviews
Mentor
Symantec Endpoint Protection
7-zip(free)
FastStone Image Viewer(free)
FreeCommander(free)
Adobe Reader(free)
K-Lite Codec Pack(free)

b) databases, information and reference and search systems

The name of the electronic library system that provides the possibility of round-the-clock remote individual access for each student from any point where there is access to the Internet, the address on the Internet

1. RUDN Electronic Library System - RUDN EBS <http://lib.rudn.ru/MegaPro/Web>
2. University library online
<http://www.biblioclub.ru>
3. EBS Yurayt <http://www.biblio-online.ru>
4. NEB Elibrary <http://elibrary.ru>
5. Student consultant www.studentlibrary.ru
6. EBS "Lan" <http://e.lanbook.com/>
7. EBS Yurayt <http://www.biblio-online.ru>

Electronic resources - including Licensed resources of UNIBTS (NB): ONLINE University Library, LexisNexis, SPRINGER, Vestnik RUDN University, Columbia International Affairs Online (CIAO), East View, eLibrary.ru, Grebennikon, Library PressDisplay, Polpred.com, SwetsWise, Swets Wise online content, University of Chicago Press Journals, Alpina Publishers Books, BIBLIOPHIKA, RSL Digital Dissertation Library

3. search engines - www.yandex.ru, www.google.ru, www.rambler.ru

10. Educational and methodological support of discipline:

a) basic literature

1. Ilyin, V. A. Psychology of leadership: a textbook for universities / V. A. Ilyin. - Moscow: Yurayt Publishing House, 2023. - 311 p. - (Higher education). - ISBN 978-5-534-01559-1. — Text: electronic // Educational platform Urayt [website]. — URL: <https://urait.ru/bcode/511051>

b) additional literature

1. Abelskaya, R. Sh. Theory and practice of business communication for IT areas: a textbook for universities / R. Sh. Abelskaya; under the scientific editorship of I. N. Obabkov. - Moscow: Yurayt Publishing House, 2022. - 111 p. - (Higher education). - ISBN 978-5-534-10091-4. — Text: electronic // Educational platform Urayt [website]. — URL: <https://urait.ru/bcode/494070>
2. Kornienko, V. I. Team building: a textbook for universities / V. I. Kornienko. - Moscow: Yurayt Publishing House, 2022. - 291 p. - (Higher education). - ISBN 978-5-534-14723-0. — Text: electronic // Educational platform Urayt [website]. — URL: <https://urait.ru/bcode/497114>
3. Bezzubtsev S. A. "Rumors that work for you", - St. Petersburg, 2003. - 192 p.
4. Zhuravlev A.L. Psychology of managing joint activities. Moscow: Kogito-center, 2010 – 248 p. [electronic resource] <http://www.iprbookshop.ru>
5. Fedotova M.G. Communication management. Omsk: OmSTU Publishing House, 2006 - 76 p.
6. Basenko V.P. Organizational behavior. Kr-r.: Southern Institute of Management, 2012 - 337 p. [electronic resource] -<http://www.iprbookshop.ru>
7. Krasovsky Yu.D. Organizational behavior. M.: Unity-Dana, 2012 - 487 [electronic resource] - <http://www.iprbookshop.ru>
8. J. George Organizational behavior. M.: Unity-Dana, 2012 - 463 p. [electronic resource] - <http://www.iprbookshop.ru>

11. Guidelines for students on mastering the discipline (module)

Forms and methods of conducting classes on the topic, applied educational technologies.

The course program provides:

- reading lectures;
- practical (seminar) classes;
- business games;
- watching educational films;
- work with educational modules.

When conducting practical (seminar) classes and business games, students consider and solve practical situations and tasks in all sections of the discipline. Multimedia teaching aids and video materials are actively used.

Educational video courses, computer and modular programs are modern learning technologies based on active methods that make it possible to diversify the learning process, make it more visual, close to modern practice and significantly increase its effectiveness.

The use of these materials in the educational process allows you to:

- without special expenses to organize training in the form of discussions, business and role-playing games;
- to increase the efficiency of assimilation of educational material through the use of active teaching methods and stimulation of the visual channel of perception;
- get a comprehensive understanding of the problems of Russian enterprises and effective methods for solving practical problems.

Types of independent training of students on the topic.

Independent work of students under the supervision of teachers can be carried out in various forms:

business interaction: the student receives instructions, recommendations from the teacher on the method of organizing independent activities, and the teacher performs, controls and corrects the student's activities, gives him the necessary advice;

classroom independent work on specific situations, tests - under the direct supervision of the teacher, who, in the course of completing the assignment, can not only give advice, but also provide direct assistance to the student;

work with literature - note-taking, i.e. vision of the main fundamental provisions of the source, various innovations, the main methodological provisions of the work, arguments, evidence

and conclusions. This allows you to bring into the system the knowledge gained while reading, focus on the main provisions, fix and consolidate them in memory, and, if necessary, refer to them again;

working on a report as one of the most important types of independent work that forms information retrieval skills, contributes to the development of independent thinking of a student, as it requires the ability to understand the logic of the issue under study, choose the necessary, briefly summarize the content of the document under study, draw conclusions;

training using electronic training modules or an electronic textbook, which provide students with training tasks and exercises, evaluate their performance, provide prompt assistance in the form of tips, explanations of typical errors.

12. Fund of assessment tools for conducting intermediate certification of students in the discipline (module)

Materials for assessing the level of mastering the educational material of the discipline "Personality Theory: Psychology, Leadership, Teambuilding." (assessment materials), including a list of competencies indicating the stages of their formation, a description of indicators and criteria for assessing competencies at various stages of their formation, a description of assessment scales, standard control tasks or other materials necessary to assess knowledge, skills, and (or) experience of activity characterizing the stages of formation of competencies in the process of mastering the educational program, methodological materials that determine the procedures for assessing knowledge, skills and (or) experience of activity characterizing the stages of formation of competencies are developed in full and are available to students on the discipline page in TEIS RUDN.

Access mode:

The program was compiled in accordance with the requirements of OS VO PFUR.

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