**Federal State Autonomous Educational Institution of Higher Education**
**PEOPLES' FRIENDSHIP UNIVERSITY OF RUSSIA**
**RUDN University**

**Faculty of Philology**

educational division (faculty/institute/academy) as higher education programme developer

**COURSE SYLLABUS**

Psychology of management

course title

**Recommended by the Didactic Council for the Education Field of:**

42.04.02 Journalism

field of studies / speciality code and title

**The course instruction is implemented within the professional education programme of higher education:**

Global and Digital Media

higher education programme profile/specialisation title

**2023**

## 1.    OBJECTIVE OF THE DISCIPLINE

The goal of the course is to make student aware of the main psychological and social-psychological aspects of management and communication.

The fundamental aim of the course is to make a student understand psychological regularities of interpersonal and intergroup communication and creative activities as well.

Pragmatic aim is learning theoretical and empirical material through modeling of efficient management and communicative behavior and understanding its technologies.

The main objectives are:
-        learning the theoretical and methodological basics of psychology of management: different concepts, main definitions and regularities;
-        to introduce the subject of psychology of management as the academic discipline and as the basisfor professional practice;
-        learning the main social-psychological problems of management and the ways of their solving;
-        developing the skills of taking into account individual and group psychological peculiarities in management;
-        learning social-psychological group and individual characteristics   and professional, interpersonal and intrapersonal problems from psychology of management point of view;
-        learning psychology of a leader;
-        mastering theoretical and practical skills of acting in conflict situations.

## 2.    REQUIREMENTS TO STUDENTS ON FINISHING THE COURSE

Students are expected to master the following competencies:

*Table 2.1. The list of competencies formed in the mastering of the discipline (the results of the discipline)*

| Code | Competence | Indicators of competence achievement (within the discipline) |
|---|---|---|
| UC-1 | The ability to carry out a critical analysis of problem situations based on a systematic approach, to develop a strategy of action | UC-1.1 Knows types, methods, and concepts of critical analysis |
| | | UC-1.2 Can apply types, methods, and concepts of critical analysis to develop a plan of action in problematic situations |
| | | UC-1.3 Knows the basic principles that define the purpose and strategy of solving complex situations |
| UC-3 | Able to organize and lead a team, developing a team strategy to achieve the goal | UC-3.1 Knows the basic rules and conditions for organizing effective teamwork; the basic principles that determine the plan of action to achieve the goal |
| | | UC-3.2 Manages team members, distributing and delegating authority among them to achieve the fastest and best results |
| | | UC-3.3 Knows the skills of competent and effective organization, coordination and |

| Code | Competence | Indicators of competence achievement (within the discipline) |
|---|---|---|
| | | management of team interaction in solving professional problems to achieve the set goal |
| UC-6 | Able to identify and implement the priorities of his/her own activities and ways to improve them on the basis of self-assessment | UC-6.1 Knows the basics, directions, sources, and ways to improve professional activities, taking into account the conditions, means, personal capabilities, career stages, and labor market requirements |
| | | UC-6.2 Can correctly formulate goals, objectives, and plan time for professional development and career growth taking into account conditions, means, personal capabilities, and labor market requirements; optimally use own resources and capabilities for successful professional activity; critically assess own resources and capabilities for successful professional activity |
| | | UC-6.3 Has the skills and techniques to identify, plan, implement and improve professional activities, taking into account the conditions, means, personal capabilities, stages of career development and labor market requirements |

## 3. THE DISCIPLINE (MODULE) IN THE STRUCTURE OF EP HE

The discipline "Psychology of management" belongs to the Variative Module of Block 1 of the curriculum. Table 1 shows preceding and subsequent subjects aimed at forming competence discipline in accordance with the matrix of competencies.

*Table 3.1. The list of components of the EP HE, contributing to the achievement of the planned results of the discipline*

| Code | Name of competence | Previous discipline | Subsequent disciplines |
|---|---|---|---|
| UC-1 | The ability to carry out a critical analysis of problem situations based on a systematic approach, to develop a strategy of action | Modern mass communication theories / Современные теории массовой коммуникации Professional workshop / Профессиональная мастерская Modern media systems / Современные медиасистемы | Research practice / Научно-исследовательская практика |
| UC-2 | Able to organize and lead a team, developing a team strategy to achieve the goal | Media economics / Медиаэкономика | Research practice / Научно- |

| Code | Name of competence | Previous discipline | Subsequent disciplines |
|---|---|---|---|
| | | Mass media sociology / Социология СМИ | исследовательская практика |
| UC-6 | Able to identify and implement the priorities of his/her own activities and ways to improve them on the basis of self-assessment | Journalism as socio-cultural phenomenon / Журналистика как социокультурный феномен | Research practice / Научно-исследовательская практика |

## 4. THE SCOPE OF THE DISCIPLINE AND TYPES OF ACTIVITIES

The overall workload of the discipline is **3** credits.

*Table 4.1. Types of educational work by periods of study of the EP HE for the full-time mode of study*

| Type of activity | TOTAL, ac. hours | Semester (s) | | | |
|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 |
| *Classroom activities, ac. hours* | 108 | | | 108 | |
| Including: | | | | | |
| Lectures | 17 | | | 17 | |
| Laboratory activities | | | | | |
| *Practical lessons/Seminars* | 17 | | | 17 | |
| *Independent work, ac. hours* | 56 | | | 56 | |
| *Control, ac. hours* | 18 | | | 18 | |
| **Overall workload** — ac. hours | 108 | | | 108 | |
| **Overall workload** — credits | 3 | | | 3 | |

## 5. CONTENT OF THE DISCIPLINE

*Table 5.1 Content of the discipline (module) by type of activity*

| Name of the Unit | Content of the Units (topics) | Type of activity |
|---|---|---|
| **Management: definitions, functions, levels, styles.** | Definitions of management. Functions of management. The Management Process. Types of management. Management Levels and Skills. Structures of Organizations. Management Styles. | Lectures, seminars. |
| **Personality Psychology in Management.** | The concept of personality. Type theories. Theories of personality study: Psychoanalytic theories, Behaviorist theories, Cognitive theories, Humanistic theories. Personality in the works of Russian scholars. | Lectures, seminars. |
| **Motivation and Leadership** | Definitions of motivation. Abraham Maslow's Hierarchy of Needs. Definitions of leadership. Leadership in different cultures. Difference between Leadership and management. Leadership Styles. | Lectures, seminars. |
| **Psychological bases of conflict management** | The main reasons of conflicts in organization. Classification of conflicts. Five types of conflict personalities. Conflict between group and | Lectures, seminars. |

| Name of the Unit | Content of the Units (topics) | Type of activity |
|---|---|---|
| | personality. Intergroup conflict. Conflict management. | |

## 6. MATERIAL AND TECHNICAL SUPPORT OF THE DISCIPLINE

The discipline is implemented using e-learning and distance learning technologies

*Table 6.1. Material and technical support of the discipline*

| Type of classroom | Classroom equipment | Specialized educational/laboratory equipment, software and materials for the mastering of the discipline (if necessary) |
|---|---|---|
| Computer classroom | A classroom is equipped with a computer, TV VCR and a transparency projector. CD players and DVD players are available upon request. | The computer has to be equipped with licensed and up-to-date software. Each computer has broadband Internet access. All computers are connected to RUDN University corporate computer network and are located in a single domain. |

*\* The classroom for students' independent work **MUST be indicated**!*

## 7. EDUCATIONAL AND METHODICAL AND INFORMATIONAL SUPPORT OF THE DISCIPLINE

*Main readings*
1.      Covey, S.  The Seven Habits of Highly Effective People Waveland Press, Inc.; 1st edition (2007). URL: http://bookre.org/reader?file=776306
2.      Management across Cultures: Challenges and Strategies. URL: http://bookre.org/reader?file=1414239
3.      Fundamentals of Management (2012) Stephen Robbins, David De Cenzo, Mary Coulter. Pearson Education; 8 edition - 504 p.

*Other recommended readings*
1.      Essentials of Organizational Behavior (2010) Robbins Stephen P, Sanghi Seema, Judge Timothy A.  Pearson Education - 352 p
2.      Engler, Barbara (2006). "Personality Theories". Houghton Mifflin
3.      Management by James A. F.Stoner, R. Edward Freeman, Daniel R. Gilbert 6th Edition, Pearson Education. – 720 p.
4.      Management across cultures. Challenges and strategies. (2010) Cambridge University, -439 p.
5.      Spillane R.  Personality And Performance: Foundations for Managerial Psychology. 2005 - 288 p.

*Web-sites and online resources*
1.      Personality psychology - http://en.academic.ru/dic.nsf/enwiki/15346
2.      Personality: Theory & Perspectives - Individual Differences Psychology - http://www.wilderdom.com/personality/personality.html
3.      http://www.marxists.org/archive/leontev/works/activity-consciousness.pdf
4.      http://psychology.about.com/

5.      http://www.youtube.com/watch?v=X4njdHTBmJY - Psychology Origin of Word, Psyche - Mind, Soul, Breath
6.      Communication, Conflict, and the Management of Difference
7.      Stephen W. Littlejohn and Kathy Domenici (Author) 344 pages
8.      Ten managerial roles - Henry Mintzberg http://www.provenmodels.com/88
9.      Ryckman, R. (2004). "Theories of Personality". Belmont, CA: Thomson/Wadsworth
10.     http://psychology.about.com/library/quiz/bl-leadershipquiz.htm
11.     http://www.encyclopedia.com/doc/1G2-3273100301.html
12.     http://www.quickmba.com/mgmt/7hab/

1.      Databases and search systems:
   – https://www.researchgate.net/
   – Publons
   – Directory of Open Access Journals – DOAJ
   – JURN : search millions of free academic articles, chapters and theses
   – Digital Library Of The Commons (indiana.edu)

*Teaching materials for students' independent work while mastering the discipline/module\*:*
1.      A course of lectures on the discipline.
2.      Practical assignments and their brief contents;
3.      Questions for self-check, test assignments.
         \* - all educational and methodical materials for students' independent work are published in accordance with the current order on the page of the discipline in TUIS!

## 8. GRADING MATERIALS AND GRADING-RATING SYSTEM FOR ASSESSING THE LEVEL OF COMPETENCE FORMED IN THE DISCIPLINE

The grading materials and grading-rating system\* for assessing the level of competence (part of competences) for the discipline are presented in the Appendix to this Working program of the discipline.

\* - are formed on the basis of the requirements of the corresponding local normative act of RUDN University.

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