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INTERNATIONAL EUROPEAN
UNIVERSITY



EUROPEAN SCHOOL
OF BUSINESS

Work Psychology

Psychology EP

2024



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1	Course title and educational program
	Work Psychology Psychology EP
2	Course description
	The Work Psychology discipline is aimed providing students with the understanding of professional self-determination, labor activity, and the professional development of an individual. It provides students with the necessary knowledge to explore the main categories, regularities, and characteristics of personality development as a subject of labor. While studying the discipline, students will acquire abilities and skills to solve practical social and psychological tasks.
3	Prerequisites for study
	The prerequisites for studying the Work Psychology discipline include mastering the following academic disciplines: General Psychology, History of Psychology, Age and Educational Psychology, Social Psychology, Differential Psychology, Psychology of Personality, etc.
4	Number of credits/hours
	4 ECTS credits / 120 academic hours
5	Mode of study
	Blended learning
6	Classroom location
	https://dist.ieu.edu.ua/course/view.php?id=705
7	Lecturer's full name
	Liudmyla Aleksieienko-Lemovska , PhD in Pedagogy, Associate Professor, Professor at the Department of Tourism, Social Sciences and Humanities
8	Department
	Department of Tourism, Social Sciences and Humanities:





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9	Office location	42V Akademika Hlushkova Ave., Kyiv, room 504
10	Consulting	Every Wednesday from 3 p.m. to 4:30 p.m. by appointment via corporate e-mail
11	Lecturer's e-mail address	lyudmilalemovska@ieu.edu.ua
12	Course objectives	<p>The main goal of the course is to provide students with general theoretical training in psychology, which will serve as a foundation for their practical work related to providing qualified psychological assistance to individuals in processes of professional self-determination, career choice, professional selection/recruitment, employment, and the development of professional knowledge and skills.</p>
13	The role of the academic discipline in achieving program learning outcomes	<p>PLO 2. To understand regularities and particularities of development and functioning of mental phenomena in the context of professional tasks.</p> <p>PLO 3. To search for information from different sources, including the use of information and communication technologies to solve professional problems.</p> <p>PLO 4. To justify their own position, draw independent conclusions based on the results of their own research and analysis of literary sources.</p> <p>PLO 10. To formulate an opinion in a logical, accessible manner, debate, defend one's own position, and modify statements in accordance with the cultural characteristics of the interlocutor.</p> <p>PLO 13. To interact, communicate, be understandable, be tolerant of persons with other cultural or gender and age differences.</p> <p>PLO 14. To efficiently fulfill different roles in a team while solving professional tasks, including demonstrating leadership skills.</p> <p>PLO 15. To be responsible for professional self-improvement, training and self-development</p> <p>PLO 16. To know, understand and adhere to ethical principles of professional activities of a psychologist.</p> <p>PLO 17. To demonstrate socially responsible and conscious behavior, follow humanistic and democratic values in professional and social activities.</p>
14	Learning outcomes	<p>– to know the foundations of professional formation and personal growth; psychological aspects of professional studies (principles, methods of psychological analysis of specific professions, classification of professions); methodologies for studying mental processes, states, and traits manifested in labor activities; prevention of injuries and accidents, as well as the psychology of motivation in professional activities.</p> <p>– to be able to apply theoretical knowledge to solve practical problems in production, professional education, social and professional self-determination of youth; conduct practical professional profiling; carry out empirical research to study workforce migration, work capacity dynamics, and occupational injuries; cultivate respect for labor and equal attitudes toward various types of work and professionals; and develop psychological readiness and the ability to work among future labor participants.</p>

15 Course content

- Topic 1. Methodological and theoretical foundations of work psychology. Methods of work psychology.
- Topic 2. Psychology of professional activities: classification of professions, psychological characteristics.
- Topic 3. Human beings and labor: psychological characteristics of the labor subject.
- Topic 4. Psychological professional profiling.
- Topic 5. Psychological issues of the formation and retention of professional personnel: career guidance, professional information, professional education, professional counseling, professional training, and retraining.
- Topic 6. Psychological foundations of professional selection/recruitment, placement, adaptation, stabilization, and certification of workers.
- Topic 7. Social and psychological relationships in a work team.
- Topic 8. Psychological aspects of enhancing work capacity and ensuring labor safety.

16 Books and materials

1. I.O. Baklytskyi. Work Psychology: Textbook. – 2nd edition, revised and supplemented / I.O. Baklytskyi. – Kyiv: Knowledge, 2008. – 655 p.
2. L.I. Berezovska. Psychology of Activities. In 2 Volumes. Vol. 1. Work Psychology as a Component of the Psychology of Activities: Educational and Methodical Guide / L.I. Berezovska, O.S. Yurkov. – Mukachevo: MSU, 2016. – 188 p.
3. H.V. Karpenko. Work Psychology and Career Choice / H.V. Karpenko. – Sumy: University Book, 2008. – 168 p.
4. H.V. Lozhkin. Work Psychology: Study Guide for University Students / H.V. Lozhkin, N.Y. Volianiuk, O.O. Solyk. – Khmelnytskyi: KhNU, 2013. – 191 p.
5. Work Psychology: Theoretical and Methodological Foundations of Scientific Research: Study Guide [for University Students] / I.M. Shcherbakova. – Sumy: SumDPU Publishing House named after A.S. Makarenko, 2014. – 144 p.

17 Course technical requirements

To work on the Work Psychology course, you will need regular access to a computer (or phone) and the Internet. To successfully study and pass the course exam, you should initially explore online platforms (Moodle or Classroom) and study all folders that already contain or will contain information or materials for the course. You will also need to create and upload documents, upload the accomplished task, as well as watch or create videos. Online platforms can only be accessed using a corporate email.

If you are unable to access the course, you should inform the Dean's Office, your class representative, or the course lecturer directly.

18 Learning process

The Work Psychology course consists of lectures and practical classes.

Lectures use the following training methods: lecture, conversation lecture, discussion, discussion of problematic issues, demonstration, analysis of various situations according to the lecture topic.

Practical classes use the following training methods: questioning, presentations, test assignments, discussions, modeling, analysis of specific situations, case studies, business game, discussion, debates, information and communication technologies, brainstorming, heuristic question method, Socratic method, interviewing, etc.

QR Code:



19 Discipline features

Period of teaching	Semester	International disciplinary integration	Year of study	Courses: general training/professional training/elective
1 semester	8 th semester	available	4 th year	Professional training

As part of discipline teaching, one carries out current and final control of students' knowledge.

The final grade is given according to the total rating of students. (<https://ieu.edu.ua/docs/pol-mark-esb.pdf>).

20 Assessment policy

According to the results of current control during a semester, students can obtain 100 points maximally, the minimum sum of points allowing students to pass the discipline is 60 points.

Maximum amount of points for the following types of assessment:

- ✓ module 1 = 50 points;
- ✓ module 2 = 50 points;
- ✓ exam = 100 points.

Correlation between national and ECTS grades and student rating:

(<https://ieu.edu.ua/docs/pol-mark-esb.pdf>)

21 Grading scale

National and ECTS grading scale

Sum of points for all types of educational activities	ECTS grade	Grade according to the national scale	
		for exam, term paper, practical training	for Pass/Fail test
90-100	A	excellent	pass
82-89	B	good	
74-81	C		
66-73	D	satisfactory	
60-65	E		
30-59	FX	fail with possible repeated pass	fail with possible repeated pass
1-29	F	fail with obligatory repeated learning of the discipline	fail with obligatory repeated learning of the discipline

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22 How to find out your grade

To check your grades for tasks and read your lecturer's comments, you should check appropriate tabs on the Moodle or Classroom distance learning platform.

You can also obtain information about your grades directly from the course lecturer via corporate e-mail or by appointment on consulting days (room 504).

23 Course policy

To ensure fruitful learning and cognitive activities of students while studying the discipline, one holds relevant lectures, practical classes, and seminars in the form of presentations, group work, and discussion seminars.

During classes and at the University, students should respect lecturers, staff, and other students, attend classes according to the schedule, come on time, and not leave classes without lecturer's permission. All academic assignments should be performed by the deadlines.

The teaching staff should constantly advance their professional level, teaching skills, general culture, as well as provide students with appropriate conditions for learning educational programs according to the requirements for the content, level and capacity of education, and encourage their comprehensive professional development.

24 Grading scale

Lecturers should follow the curriculum, not be late for classes, not allow any manifestations of corruption, discrimination, bullying, harassment and infringement of the students' rights.

Students who miss the current control for *valid reasons* confirmed by documents have the right to take current control **within two weeks** after returning to studying.

Students who have missed classes *without valid reasons*, have not participated in current control activities, have not liquidated academic failure are not admitted to the final semester control of this discipline. In this case, an academic staff member puts a mark 'non-admission' in the exam record.

Repeated taking of the exam in the discipline is appointed in case of accomplishing all types of educational, independent (individual) work stipulated by the working program of the academic discipline and is carried out according to the approved schedule of academic failure liquidation.

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All participants in the educational process rely on the academic integrity principles.

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Late task performance, correction of grades, making up missed classes

Tasks should be submitted via Classroom or Moodle by the deadlines stipulated in the course schedule on our website. Most tasks should be performed by 9 a.m. on the day of the next class to coordinate them with the course content and group activities. It is best practice to perform tasks as soon as possible after receiving them so that you have enough time to take an active part in the class.

If you need more time to perform the task, flexible deadlines are available. Completed tasks will be accepted until full credit until the last scheduled class in the discipline. Afterwards, the 40% partial credit based on the grade will be awarded within a week after the last day of class. Tasks that are not submitted at all will receive 0. If you are going to miss classes for more than one week due to illness or other reasons, please contact your lecturer to arrange alternative options for performing tasks.

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Late task performance, correction of grades, making up missed classes

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Lecturer's response time

Via corporate e-mail, within 24 hours.

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Efficient communication

Efficient communication is a two-way street!

Therefore, the main recommendations for efficient communication include: corporate e-mail directly to the course lecturer; personal communication with classmates via social media/corporate e-mails/mobile phones; communication directly in the course on Moodle or Classroom distance platforms; and a face-to-face meeting with the lecturer on consulting days.

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Policy of publication and distribution of course materials

Students are not allowed to post, publish, sell, or otherwise publicly distribute course materials without the written permission of the lecturer!

Such materials include, but are not limited to: lecture notes, lecture slides, video or audio recordings, tasks, problem sets, exams, other students' work, and answer keys.

Students who sell, post, publish, or distribute course materials without written permission in order to get answers or otherwise can be subject to disciplinary action, up to and including being required to withdraw from the course. Besides, students are not allowed to make video or audio recordings of the class for their own use without the written permission of the lecturer.



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29 Expected student workload and engagement

During this course, you should allocate some hours for independent study of some lecture materials in accordance with the course topics (approximately 5-6 hours per week).

If you face circumstances requiring you to spend more time on any of the tasks, please inform your lecturer by e-mail.

The deadline for submission can be extended only if the lecturer is informed in advance that you will not be able to submit the task on time. Students are expected to have a backup plan in case of computer malfunctions or Internet outages.

30 Support services

E-schedule
Library
Supervisor
Repository
Dean's Office

31 Course schedule

<i>Lecture topics</i>	<i>Practical classes</i>
Topic 1. Methodological and theoretical foundations of work psychology. Methods of work psychology.	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Checking questions submitted for independent study</i> 3. <i>Writing a report</i> 4. <i>Practical tasks</i> 5. <i>Testing</i>
Topic 2. Psychology of professional activities: classification of professions, psychological characteristics.	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving situational tasks</i> 3. <i>Checking questions submitted for independent study.</i> 4. <i>Testing</i>
Topic 3. Human beings and labor: psychological characteristics of the labor subject.	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving situational tasks</i> 3. <i>Checking questions submitted for independent study.</i> 4. <i>Testing</i>
Topic 4. Psychological professional profiling.	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving situational tasks</i> 3. <i>Checking questions submitted for independent study.</i> 4. <i>Testing</i>
Topic 5. Psychological issues of the formation and retention of professional personnel: career guidance, professional information, professional education, professional counseling, professional training, and retraining.	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving situational tasks</i> 3. <i>Checking questions submitted for independent study</i> 4. <i>Test work</i>
Topic 6. Psychological foundations of professional selection/recruitment, placement, adaptation, stabilization, and certification of workers.	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving practical tasks</i> 3. <i>Checking questions submitted for independent study</i> 4. <i>Presentation of reports</i>
Topic 7. Social and psychological relationships in a work team.	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving practical and situational tasks</i> 3. <i>Checking questions submitted for independent study</i> 4. <i>Testing</i>



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Topic 8. Psychological aspects of enhancing work capacity and ensuring labor safety.

1. *Oral questioning*
2. *Solving situational tasks*
3. *Checking questions submitted for independent study*
4. *Testing*



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Tips on successful study during the course

If you want to succeed in this discipline, you should:

- ✓ Think about your future career, set your goals and priorities properly.
- ✓ Seek additional information, details and facts. Learn how to use information correctly.
- ✓ Be ambitious and think big: create models, hypotheses, find logical relationships.
- ✓ Expand your horizons, read lecture notes and books, listen to lectures, ask questions and get feedback.
- ✓ Be active in a group, work as part of a team, and develop leadership skills.
- ✓ Take part in conferences, scientific activities, create projects, solve case studies; develop a portfolio.

We wish you interesting studies and professional development. Good luck!