

**PJSC "Higher Education Institution" INTERREGIONAL ACADEMY OF  
PERSONNEL MANAGEMENT"**

**Danube branch**



**SYLLABUS**

*of the academic discipline (selective)*

***FUNDAMENTALS OF PSYCHOLOGY***

Specialty                      **D3 Management**

Educational level:        **First (bachelor's) level**

Educational program:    **Management**

## General information about the academic discipline

Name of the discipline	<b>Fundamentals of psychology</b>
Code and name of specialty	<b>D3 Management</b>
Level of higher education	First (bachelor's) level
Discipline status	Selective
Number of credits and hours	<b>3 credits / 90 hours.</b> Lectures: 20 Seminars/practical classes: 14 Students' independent work : 56
Terms of study of the discipline	4 semester
Language of instruction	Ukrainian
Type of final control	Pass/fail (credit)

## General information about the teacher. Contact information.

<b>Gumennikova Tamara Rudolfivna</b>	
Academic degree	Doctor of Pedagogical Sciences
Position	Director of the Danube Branch of PJSC "HIGHER EDUCATION INSTITUTION IAPM"
Areas of scientific research	Theoretical and methodological foundations of modern management; management psychology and conflictology in organizations; development of leadership potential and communicative competence of the manager; Technologies of Self-Management and Personal Effectiveness in the Context of Transformational Changes
Links to the registers of identifiers for scientists	Google Scholar <a href="https://scholar.google.com.ua/citations?user=yUSPlwEAAA&amp;hl=uk">https://scholar.google.com.ua/citations?user=yUSPlwEAAA&amp;hl=uk</a> ORCID: <a href="https://orcid.org/0000-0002-6223-7711">https://orcid.org/0000-0002-6223-7711</a> SCOPUS: <a href="https://www.scopus.com/authid/detail.uri?authorId=57209848474">https://www.scopus.com/authid/detail.uri?authorId=57209848474</a>
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E-mail:	Gumennikova100@gmail.com
Contact phone number	+380675197403
Instructor's portfolio on the website	<a href="https://izmail.maup.com.ua/assets/files/gumennikova-portfolio-a.pdf">https://izmail.maup.com.ua/assets/files/gumennikova-portfolio-a.pdf</a>

### **Discipline's description.**

The elective academic discipline "Fundamentals of Psychology" is focused on the formation of basic psychological knowledge necessary for effective managerial activity, professional communication and work with personnel in higher education applicants for the specialty "Management".

The course is aimed at getting acquainted with the psychological patterns of behavior of a person and groups, the peculiarities of motivation, emotional regulation, decision-making and interpersonal interaction in the organizational and business environment. The knowledge gained allows future managers to better understand their own psychological resources and the behavior of other people, to increase the effectiveness of managerial decisions and teamwork.

Within the framework of the discipline, the regularities of mental processes, states and properties of the individual, the peculiarities of human mental development, the mechanisms of behavior and activity, as well as the role of psychology in interpersonal interaction and the professional environment are considered.

**The subject of the discipline** is the human psyche, psychological processes, states and properties of the personality, as well as the patterns of their formation and functioning.

**The aim of the discipline** is to form in students of the specialty "Management" basic psychological knowledge and skills necessary for conscious management of their own behavior, effective interaction with staff, partners and customers, as well as for the development of managerial thinking.

**The objectives of the discipline** are the formation of a holistic system of knowledge about the nature of the psyche and the regularities of the formation of mental processes, states and properties of the personality in the context of professional activity. The course provides for the study of psychological features of interpersonal interaction, methods of self-regulation and ways to overcome stressful situations in the managerial environment. Important attention is paid to the study of the mechanisms of social perception, analysis of the causes of the emergence of conflicts and the development of psychologically grounded strategies for their resolution. The educational process is aimed at developing the skills of psychological diagnostics of personal qualities of personnel, mastering the techniques of effective communication and the formation of ethical standards of behavior of the manager in interaction with the team.

As a result of studying the selective educational component "Fundamentals of psychology", applicants must:

**Know:**

- object, subject and methods of modern psychological science;
- the psychological structure of the personality and the patterns of its development;
- features of the manifestation of cognitive processes (sensations, perception, memory, thinking, imagination);
- the nature of emotional states, volitional qualities and mechanisms of psychological protection;
- psychological aspects of small groups, types of leadership and group dynamics;
- classification of conflicts and psychological types of behavior in conflict situations.

**Be able to:**

- use psychological methods to diagnose individual characteristics of personnel (temperament, character, abilities);
- apply active listening techniques and techniques for establishing psychological contact;
- identify signs of professional burnout and apply psychological hygiene methods;
- to design strategies for resolving interpersonal contradictions in the organization;
- use knowledge about the psychology of motivation to stimulate the work of employees;
- analyze non-verbal means of communication during negotiations.

**Prerequisites for the discipline.** The study of the course is based on the knowledge and competencies acquired during the mastering of the compulsory disciplines of the humanitarian cycle in 1-3 semesters. The foundation is Philosophy, which provided a general understanding of human nature, consciousness and being, as well as History and Culture of Ukraine, which laid the foundation for understanding the socio-cultural context of personality formation. An important role is played by the discipline of Management, studied in the 3rd semester, as it introduced students to the role of the human factor in organization, which will now be deepened through the study of psychological patterns of behavior and motivation.

**Post-requisites for the discipline.** The psychological knowledge gained will be used within the framework of the courses "Fundamentals of Business Management" and "Motivational Management" to develop effective systems for stimulating personnel and understanding the psychology of leadership. Knowledge of psychology will become necessary for the discipline "Strategic Management of Enterprise" in the context of managing organizational changes and overcoming the psychological resistance of personnel. Also, competencies in the psychology of communication and conflictology will be integrated into the process of passing pre-graduation practice and preparation of the final qualification work for the analysis of the socio-psychological climate in the team.

### Content of the academic discipline

№	Topic name	Teaching Methods/Assessment Methods
Topic 1	Psychology as a Science: Subject, Tasks, Methods	<p><b>Teaching methods:</b></p> <ul style="list-style-type: none"> <li>- The educational process involves a combination of lectures (review, problem, visualization lectures) and seminars using discussions, analysis of psychological situations, elements of training work, reflective exercises and case method.</li> </ul> <p><b>Assessment methods</b></p> <p>Assessment is carried out according to the cumulative system and includes:</p> <ul style="list-style-type: none"> <li>- current control: oral questioning, express testing, solving situational problems and defense of individual tasks;</li> <li>- modular control: written modular control work (MCR) after the completion of content blocks;</li> <li>- Final control: test (written work with theoretical and practical tasks).</li> </ul>
Topic 2	Psyche and its development	
Topic 3	Sensations and perceptions	
Topic 4	Attention and memory	
Topic 5	Thinking, imagination and speech	
Topic 6	Emotions and feelings	
Topic 7	Will and motivation	
Topic 8	Personality and its psychological structure	
Topic 9	Temperament, character, abilities	
Topic 10	Activities and interpersonal communication	
<b>Module Assessment Task</b>		
<b>Final assessment: pass/fail (credit)</b>		

### Technical Equipment and Software.

Material and technical support of the educational process involves the use of specialized classrooms and library funds. Multimedia equipment (projector, computer) is used to visualize the educational material during lectures and seminars. Practical tasks and

in-depth study of individual topics are provided by access to the Internet through free Wi-Fi coverage.

### **Forms and methods of assessment.**

The system of assessment of applicants' knowledge includes current and final (semester) control.

*Current assessment* is carried out systematically during practical and seminar classes in order to check the level of assimilation of theoretical foundations, the formation of diagnostic and forecasting skills, as well as the ability to use specialized software for modeling and data analysis.

*Forms of student participation in the educational process that are subject to ongoing control.*

Students' participation in the educational process is realized through oral presentations, presentations of analytical research, reports on the results of case studies, as well as active involvement in professional discussions and brainstorming. The written component of the work includes the performance of control and test tasks, the preparation of analytical notes, abstracts and notes based on the materials of lectures and independent study.

### **Methods of ongoing assessment include:**

The methodological tools of control combine oral forms (surveys, interviews) and written types of work (reports, calculation tasks, building models). The assessment is also based on observing the activity of applicants in solving problem situations, checking the results of the presentation of individual projects, and conducting testing with open and closed types of tasks.

### **Grading system and requirements.**

Table of distribution of points received by students\*

Topics	Ongoing knowledge assessment						Final control		Total points
	Seminar 1 (Topic 1,2)	Seminar 2 (Topic 3,4)	Seminar 3 (Topic 5)	Seminar 4 (Topic 6,7)	Seminar 5 (Topic 8,9)	Seminar 6 (Topic 10)	Module assessment task	Pass /Fail	
Work in a seminar class	6	6	6	6	6	6	20	20*	100
Independent work	4	4	4	4	4	4			

\*The table contains information about the maximum points for each type of academic work of a higher education applicant.

### **Assessment Criteria and Procedure**

Assessment of students' educational achievements is carried out in accordance with the current Regulations on Assessment in a Higher Education Institution.

**Modular Assessment.** Modular Assessment (MA) is carried out at the final lesson of each content block in the form of written testing.

When evaluating the unit test, the volume and correctness of the tasks are taken into account:

- grade "excellent" (A) is given for the correct completion of all tasks (or more than 90% of all tasks);
- grade "good" (B) is given for completing 80% of all tasks;
- grade "good" (C) is given for completing 70% of all tasks;
- the grade "satisfactory" (D) is given for the correct completion of 60% of the proposed tasks;
- the grade "satisfactory" (E) is given if more than 50% of the proposed tasks are correctly completed;
- An "unsatisfactory" (FX) rating is given if less than 50% of the tasks are completed.
- Failure to appear for the unit test - 0 points.

The above scores are converted into rating points as follows:

"A" - 18-20 points;

"B" - 16-17 points;

"C" - 14-15 points;

"D" - 12-13 points.

"E" - 10-11 points;

"FX" - less than 10 points.

The final semester assessment in the discipline "Conflict Management in the Organization" is a mandatory form of assessment of students' learning outcomes. It is carried out within the terms determined by the curriculum and covers the amount of material determined by the course program.

The final assessment is carried out in the form of a test. A student who has completed all the necessary work is admitted to the semester assessment.

The final grade is given based on the student's learning outcomes during the semester. The student's assessment consists of points accumulated from the results of the current assessment and incentive points.

Students who have completed all the required tasks and received a score of 60 points or higher receive a grade corresponding to the grade received, without additional testing.

For students who have completed all the necessary tasks, but received a score below 60 points, as well as for those who want to improve their score (result), the teacher conducts the final work in the form of a test during the last scheduled lesson in the discipline in the academic semester.

#### *Evaluation of Additional (Individual) Educational Activities*

Additional (individual) types of educational activities include the participation of applicants in the work of scientific conferences, scientific circles of applicants and problem groups, preparation of publications, participation in All-Ukrainian Olympiads and competitions and International competitions, etc., in excess of the scope of tasks that are established by the relevant work program of the academic discipline.

By the decision of the department, students who participated in research work and performed certain types of additional (individual) types of educational activities can be awarded incentive (bonus) points for a certain educational component.

### Assessment of independent work (Maximum — 4 points)

The total number of points received by a student for independent work is one of the components of academic success in the discipline. Independent work on each topic, according to the course program, is evaluated in the range from 0 to 4 points using standardized and generalized criteria for assessing knowledge.

#### Scale for evaluating the performance of independent work (individual tasks)

Maximum possible assessment of independent work (individual tasks)	Execution level			
	Excellent	Good	Satisfactory	Unsatisfactory
4	4	3	2	0-1

Forms of assessment include: current assessment of practical work; current assessment of knowledge acquisition based on oral answers, reports, presentations and other forms of participation during practical (seminar) classes; individual or group projects that require the development of practical skills and competencies (optional format); solving situational problems; preparation of resumes on independently studied topics; testing or written exams; preparation of draft articles, conference abstracts and other publications; other forms that ensure a comprehensive assimilation of the curriculum and contribute to the gradual development of skills for effective independent professional (practical, scientific and theoretical) activities at a high level.

To assess the learning outcomes of a higher education applicant during the semester, a 100-point, national and ECTS assessment scale is used

#### Summary assessment scale: national and ECTS

Total points for all types of learning activities	ECTS assessment	National scale assessment	
		for exam, course project (work), internship	For pass/fail (credit)
90 – 100	A	excellent	pass
82 – 89	B	good	
75 – 81	C	satisfactorily	
68 – 74	D		
60 – 67	E		
35 – 59	FX	unsatisfactory with the possibility of reassembly	fail unsatisfactory with the possibility of retaking
0 – 34	F	unsatisfactory with mandatory re-study of the discipline	fail with mandatory re-study of the discipline

### Discipline's Policy

Successful mastering of the educational component "Fundamentals of Psychology" requires high self-discipline and a responsible attitude to the educational process from students. Prerequisites are regular attendance of lectures and practical classes, active participation in classroom work, as well as timely and high-quality performance of all types of independent and control tasks provided for by the program. In case of missing classes or obtaining unsatisfactory results, the student is obliged to liquidate academic debt by working out the relevant topics.

An integral part of education is strict adherence to the norms of academic ethics and culture of behavior. The educational process is based on the principles of academic integrity,

which involves the exclusive independent performance of all written works, reports and presentations. Any borrowings of thoughts or texts of other authors should be accompanied by correct references to primary sources. Within the course of the course, any manifestations of academic dishonesty are unacceptable, including plagiarism, self-plagiarism, fabrication and falsification of data, cheating, deception, bribery or biased evaluation.

### **Recommended sources of information**

#### **Basic literature:**

1. Bobina O. V. Fundamentals of Psychology in Questions and Answers. manual / O. V. Bobina. Mykolaiv: NUK, 2023. 152 p.
2. General psychology : textbook / for general. Ed. Acad. S.D. Maksimenko. 4th ed., reworked. and additional. Volume 1. Kyiv: Lyudmila Publishing House, 2025. 568 p.
3. General psychology : textbook / for general. Ed. Acad. S.D. Maksimenko. 4th ed., reworked. and additional. Volume 2. Kyiv: Lyudmila Publishing House, 2025. 456 p.
4. General psychology: study. Manual. / T.B. Poyasok, O.I. Bespartochna, O.V. Kvasnyk, V.V. Shapolova. Kharkiv: FOP Brovin O.V., 2023. 396 p.
5. Psychology (general and age) : teaching. Manual. / uklad. Lutsk: PE Ivanyuk V.P., 2021. 192 p.
6. Shcherbakova I. M. Psikhologiya: teoriya i praktika [Psychology: theory and practice]. manual / I.M. Shcherbakova, T.G. Kharchenko. Sumy: Publishing House of Sumy State Pedagogical University named after A.S. Makarenko, 2023. 364 p.

#### **Additional literature:**

1. Mazurenko L. I. Course of lectures "Fundamentals of rhetoric and oratory". Odesa: IVMS NU "OMA", 2024. 136 p.
2. Muntyan O. O. Rhetoric of Business Communication / O. O. Muntian. Topical issues of the humanities. 2023. Vol. 66, ITEM 2. Pp. 151-154. URL: <https://er.knutd.edu.ua/bitstream/123456789/24845/3/22.pdf>
3. Savrasova-Vyun T. Communicative Practicum: Educational and Methodological. manual / T. Savrasova-Vyun. Kyiv: Kyiv. table. Univ. B. Grinchenko, 2024. 184 p.
4. Sydorenko T. M. Speechwriting and rhetoric: lecture notes / T.M. Sydorenko. Kiev: DUT, 2021. 100 p.
5. Fedorenko, Y., Martirosyan, L. Intercultural Communication as a Key Aspect of the Modern World. Topical issues of the humanities. 2024. Vol. 76, vol. 3. pp. 136-141. URL: <https://reposit.nupp.edu.ua/bitstream/PolNTU/17316/1/25.pdf>
6. Lucas, Stephen E. The Art of Public Speaking. Stephen E. Lucas with Paul Stob. 13th Edition. Published by McGraw-Hill Education, 2020. 450 p. URL: [http://121.121.140.173:8887/filesharing/kohasharedfolders/The%20Art%20Of%20Public%20Speaking-McGraw-Hill%20Education%20\(2020\).pdf](http://121.121.140.173:8887/filesharing/kohasharedfolders/The%20Art%20Of%20Public%20Speaking-McGraw-Hill%20Education%20(2020).pdf)
7. Mohammed, E.O. Persuasive rhetoric in public speaking: A discourse analysis of influential leaders. International Journal of Research in English. 2025. № 7(1). P. 598-611. URL: <https://www.englishjournal.net/archives/2025/vol7issue1/PartJ/7-1-137-958.pdf>
8. Rawlins, J. D. Theory, Practice, and Pedagogy: Interweaving Business Communication and Rhetoric. Business and Professional Communication Quarterly. 2024. Volume 87, Issue 1. P. 3-5. URL: <https://journals.sagepub.com/doi/epub/10.1177/23294906241226542>

### **Information resources:**

1. National Library of Ukraine named after V.I. Vernadsky. URL: <http://www.nbuv.gov.ua/>.
2. Insight: Psychological Dimensions of Society (Kherson State University)
3. Psychological Journal. (Uman State Pedagogical University named after Pavlo Tychyna). URL: <http://psyj.udpu.edu.ua/>
4. Psychological Journal (G. S. Kostyuk Institute of Psychology of the National Academy of Pedagogical Sciences of Ukraine). URL: <https://apsijournal.com/index.php/psyjournal/about>
5. Psychology and personality (Poltava National Pedagogical University named after V. G. Korolenko, Institute of Psychology named after G. S. Kostyuk of the National Academy of Pedagogical Sciences of Ukraine). URL: <https://psychpersonality.pnpu.edu.ua/>
6. Ukrainian Psychological Journal (Taras Shevchenko National University of Kyiv). URL: <http://upj.com.ua/indexa.php?page=about>