

**PJSC 'Higher Educational Institution  
'Interregional Academy of Personnel Management''**



**SYLLABUS OF THE ACADEMIC DISCIPLINE  
'*OCCUPATIONAL PSYCHOLOGY*'**

Speciality: D3 Management  
Educational level: first (bachelor's) level  
Study programme: Management

### General information about the academic discipline

Name of the academic course	“ Occupational psychology ”
Code and name of the speciality	D3 ‘Management’
Level of higher education	first (bachelor’s) level of Higher Education
Status of the discipline	Optional
Number of credits and hours	3 credits / 90 hours Lectures: 20 Seminar classes: 14 Independent work of students: 56
Terms of study of the discipline	semester
Language of instruction	Ukrainian
Type of final assessment	Credit
Page of the discipline on the website	<a href="https://ks.maup.com.ua/en/pro-nas/akredytacija/akredytacija-menedzhment-2026">https://ks.maup.com.ua/en/pro-nas/akredytacija/akredytacija-menedzhment-2026</a>

### General information about the lecturer. Contact information

<b>KONONOV IVAN OLEKSANDROVICH</b>	
Scientific degree	Occupational psychology
Academic title	associate professor
Position	Associate Professor of the Department of Management
Disciplines taught by NPP	Basics of entrepreneurial activity Basics of business management Operational management Basics of scientific research in management Motivational management
Areas of scientific research	Improvement of methods of economic analysis of enterprises, management decision-making in conditions of uncertainty
Links to identifier registers for scientists	Google Академія <a href="https://scholar.google.com.ua/citations?user=b1XA85sAAAAJ&amp;hl=">https://scholar.google.com.ua/citations?user=b1XA85sAAAAJ&amp;hl=</a>

	<a href="#">uk&amp;oi=sra</a>
Contact information of the lecturer :	
E-mail:	<a href="mailto:i.a.kononov@ukr.net">i.a.kononov@ukr.net</a>
Contact phone number	+380673761087
The teacher's portfolio on the website of the department /Institute /Academy	<a href="https://kh.maup.com.ua/">https://kh.maup.com.ua/</a>

**Course annotation** . The relevance of studying the discipline «Occupational psychology» is due to modern requirements for effective work in a team, which is important for achieving success in various spheres of activity. The main tasks of studying the discipline «Psychology of work and management» are to master thorough knowledge of the psychology of management; promoting the formation of skills and abilities for the effective use of methods and tools developed in management psychology to ensure the successful solution of various management problems by managers; familiarization of applicants with theoretical ideas about mental regulators of work, psychological signs of work and management, with methods of building theory and empirical methods of work psychology; learning to implement modern approaches to understanding the management of social systems; teaching students to use the acquired knowledge to ensure effective management activities.

**The purpose** is to reveal the content and features of psychological aspects of management activity, to acquaint future specialists with the main provisions of work psychology

According to the requirements of the educational program, students should know:

1. Psychological characteristics of work as one of the main types of human activity;
2. Motives that encourage work;
3. The current state of psychological research in the field of work psychology;
4. Theoretical and methodological foundations of management psychology, basic concepts of management psychology, interdisciplinary connections, history of formation and development of management psychology;
5. Psychology of managerial activity, psychological foundations of professionalism, moral-psychological and socio-cultural foundations of management, psychological content of functions, management psychology of the manager's personality, his professionally important qualities and features, characteristics of management styles, psychology of career achievement;
6. Psychology of the organization, phenomena of responsibility and power in the organization, psychological features of team building, features of organization management in a situation of innovation;
7. Socio-psychological aspects of management: psychology of business communication, psychology of conflict and formation of a favorable socio-psychological climate in the organization;
8. Psychological aspects of human resources management;

**Prerequisites of the academic discipline.** The educational component «Work psychology» is based on the knowledge obtained by the student of higher education as a result of studying the educational components «Ethics of business communication», «Psychology of teamwork», «Theory of organization», «Philosophy and psychology»

#### Content of the academic discipline (full-time education)

№	Topic name	Teaching methods/ assessment methods
<b>CONTENT MODULE 1. Man and work: psychological determinants of behaviour</b>		<b>Teaching methods:</b> verbal (educational lecture; conversation; educational discussion);
Topic 1.	Work psychology. The history of the emergence of work	

	psychology. Connection with other sciences	inductive method; deductive method; analytical method; synthetic method; practical (working with economic models, statistics, graphs); Explanatory and illustrative; reproductive; problem presentation method; partially-search; Research; interactive methods (analysis of economic situations; discussions, debates; brainstorming; situational modeling; practice of modeling skills); case method (analysis of real economic situations, search for problems, proposal of solutions, construction of models); modeling of professional activity (building economic models, forecasting, scenario modeling).  <b>Assessment methods:</b> oral control (oral survey, evaluation of participation in discussions, other interactive learning methods); written control (control, independent works, analytical tasks, essays); test control (closed form tests: test alternative, test compliance, data and model analysis tasks); self-control and self-assessment method; assessment of case tasks; assessment of project and laboratory works (simulation of economic processes, forecasting).
Topic 2.	Subject, methods and tasks of work psychology	
Topic 3.	Man and work	
Topic 4.	Psychology of leadership styles and types	
<b>CONTENT MODULE 2. Psychology of interaction and work organization</b>		
Topic 5.	Psychology of responsibility, power and authority in the organization	
Topic 6.	Interpersonal relations and communication in the labor team	
Topic 7.	Modern theories of work motivation	
Topic 8.	Stress and burnout in professional activity	
Modular test		
Form of assessment: credit		

**Technical equipment and/or software.** In the educational process, classrooms, a library, a multimedia projector and a computer are used to conduct lecture and seminar classes with elements of the presentation. Studying certain topics and performing practical tasks requires access to information from the worldwide Internet, which is provided by a free Wi-Fi network.

**Forms of control methods.**

Control of the success of education seekers is divided into current and final (semester).

Current control is carried out during practical and seminar classes. Its purpose is systematic verification:

- understanding and assimilation of the theoretical foundations of economic processes;
- ability to apply knowledge to build models and analyze economic data;
- skills in diagnosis and forecasting of economic processes;
- use of specialized software for modeling and processing statistical data.

Forms of student participation in the educational process, which are subject to current control:

- speeches and presentations on the analysis of economic processes;
- oral reports on the analysis of economic cases;
- addendum, questions to who answers;
- systematic work in seminar classes and activity during discussions;
- participation in discussions, brainstorming, interactive forms of classes;
- analysis of economic data, statistical indicators, economic and mathematical models;
- written assignments (control papers, test papers, analytical and abstract papers);

- preparation of notes, theses, analytical notes;
- independent study of discipline topics and lecture materials.

### Current control methods:

- oral control (survey, conversation, report, message);
- written control (control work, analytical report, abstract, performance of tasks for building models or processing statistics);
- combined control (oral and written combination to assess understanding and practical skills);
- presentation of independent work or case analysis;
- observation of activity and participation in practical classes;
- test control (closed and open tasks, analysis of graphs and models);
- work with problem situations (analytical cases, scenario modeling of economic processes).

### Assessment system and requirements.

#### Table of distribution of points received by students of higher education\*

Topics	Ongoing knowledge assessment										Final control		Total number of points
											Modular control work	Credit **	
	Topic 1	Topic 2	Topic 3	Topic 4	Topic 5	Topic 6	Topic 7	Topic 8	Topic 9	Topic 10	20	20*	100
Work in a seminar class	3	3	3	3	3	3	3	3	3	3			
Independent work	3	3	3	3	3	3	3	3	3	3			

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

When assessing the mastery of each topic for the current academic activity, applicants are given grades based on the approved assessment criteria for the relevant discipline.

The criteria for assessing the learning outcomes of students and the distribution of points they receive are regulated by the Regulations on the Assessment of Academic Achievement of Higher Education Students at PJSC 'Higher Educational Institution 'MAUP'.

Modular control is carried out in the last class of the module in written form, in the form of a test.

**Criteria for assessing the modular test** in the academic discipline "Occupational psychology":

When assessing the modular test, the volume and correctness of the tasks are taken into account:

- a grade of 'excellent' (A) is given for the correct completion of all tasks (or more than 90% of all tasks);
- a 'good' (B) grade is given for completing 80% of all tasks;
- a 'good' (C) grade is given for completing 70% of all tasks;
- a 'satisfactory' (D) grade is given for correctly completing 60% of the proposed tasks;
- A grade of 'satisfactory' (E) is given for the correct completion of more than 50% of the proposed tasks.
- A grade of 'unsatisfactory' (FX) is given for the completion of less than 50% of the tasks.

Failure to attend the module test results in 0 points.

The above grades 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.

### Final Semester Assessment

The final semester assessment in the course “Occupational psychology” is a mandatory component of evaluating students’ learning outcomes. It is conducted within the timeframe established by the academic calendar and covers the full scope of material defined by the course syllabus.

The final assessment is conducted in the form of a test. Only students who have completed all required coursework and assessment tasks are admitted to the final semester assessment.

The final grade is determined based on the student’s academic performance throughout the semester. It consists of:

- points accumulated through continuous assessment;
- incentive (bonus) points awarded in accordance with institutional regulations.

Students who have completed all required tasks and obtained 60 points or higher receive the corresponding final grade without additional testing.

Students who have completed all required tasks but obtained fewer than 60 points, as well as those wishing to improve their grade, are required to complete a final test administered during the last scheduled class of the semester.

### Assessment of Additional (Individual) Learning Activities

Additional (individual) learning activities include participation in: scientific conferences; student research groups and academic clubs; problem-focused research groups; preparation of academic publications; national academic Olympiads and competitions; international competitions and other scholarly activities exceeding the requirements of the course syllabus.

By decision of the department, students who actively participate in research activities or complete additional individual academic tasks may be awarded incentive (bonus) points for the respective educational component.

### Assessment of Independent Study

The total number of points obtained for independent study constitutes an integral component of the overall academic performance in the course.

Independent work for each topic, in accordance with the course syllabus, is assessed within a range of 0 to 3 points, based on standardized and generalised assessment criteria evaluating the level of knowledge acquisition and analytical competence.

### Assessment scale for independent work (individual assignments) assessment criteria.

Maximum possible grade for independent work (individual assignments)	Level of implementation			
	Excellent	Good	Satisfactory	Unsatisfactory
3	3	2	1	0

**Assessment forms include:** ongoing assessment of practical work; ongoing assessment of knowledge acquisition based on oral answers, reports, presentations and other forms of participation during practical (seminar) classes; individual or group projects requiring the development of practical skills and competences (optional format); solving situational tasks; preparing summaries of independently studied topics; testing or written exams; preparing draft articles, conference abstracts and other publications; other forms that ensure comprehensive mastery of the curriculum and contribute to the gradual development of skills for effective independent professional (practical, scientific and theoretical) activity at a high level.

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

### Final assessment scale: national and ECTS

Total points for all types of educational activities	ECTS rating	Assessment on a national scale	
		for exams, course projects (assignments), practical training	for credit
90 – 100	A	excellent	passed
82 – 89	B	good	
75 – 81	C		

68 – 74	D	satisfactory	
60 – 67	E		
35 – 59	FX	unsatisfactory with the possibility of retaking the exam	Failed with the possibility of retaking the exam
0 – 34	F	unsatisfactory with mandatory retaking of the course	Failed with mandatory retaking of the course

### Course policy.

For successful mastering of the course «Occupational psychology», the student of education has to:

- regularly attend lectures and practical classes;
- systematically, systematically and actively work in lectures and practical classes;
- practice missed classes or unsatisfactory grades obtained in classes;
- to perform in full the tasks required to be prepared by the teacher, their proper quality;
- perform control and other independent work;
- adhere to the norms of academic behavior and ethics.

The course «Occupational psychology» involves the assimilation and observance of the principles of ethics and academic integrity, in particular, the focus on preventing plagiarism in any of its manifestations: all works, reports, essays, essays and presentations must be original and author's, not overburdened with quotations, which must be accompanied by references to primary sources. Violations of academic integrity are considered to be: academic plagiarism, self-plagiarism, fabrication, falsification, write-off, deception, bribery, biased assessment.

### Recommended sources of information.

#### Basic literature:

1. Dykan V. L., Tokmakova I. V., Ovchinnikova V. O. Economic diagnostics: a textbook. Kharkiv: UkrDUZT, 2022. 284 p. URL: <http://lib.kart.edu.ua/bitstream/123456789/8612/1/Підручник.pdf>
2. Sarai N. AND. Economic diagnostics: education. manual. Ternopil: TNEU, 2015. 165 p. URL: <http://www.dut.edu.ua/ua/lib/1/category/96/view/2106>
3. Krivovyazyuk I. IN. Economic diagnostics : education. manual. Kyiv: Center for Educational Literature, 2017. 456 p. URL: [https://shron1.chtyvo.org.ua/Kryvoviazuk\\_Ihor/Ekonomichna\\_diahnostyka.pdf?](https://shron1.chtyvo.org.ua/Kryvoviazuk_Ihor/Ekonomichna_diahnostyka.pdf?)
4. Atyushkina V. V., Burko Ya. V., Galgash R. A. Economic diagnostics: education. manual. Kyiv: Agrar Media Group, 2018. 234 p.

#### Additional literature:

5. Kosyanchuk T. F., Lukyanova V. V., Mayorova N. I., Shvid V. Economic diagnostics: education. manual. Lviv: Novy Svit-2000, 2007. 449 p.
6. Grigorkiv V. S. Modeling of economics: textbook. Chernivtsi: Chernivtsi National University named after. YU. Fedkovycha, 2019. 360 p.
7. Karimov G. I. Modeling and forecasting in management : training. manual. Kamianske: DDTU, 2018. 163 pp.
8. Volunteer L. O., Potapova N. A., Ushkalenko I. M., Chikov I. A. Optimization methods and models in entrepreneurial activity: education. manual. Vinnytsia: VNAU, 2020. 404 p.
9. Ostrovsky P. I., Gostryk O. M., Dobrunik T. P., Radova O. IN. Modeling of economic processes : education manual. Odesa: ONEU, 2012. 132 p.
10. Vitlinskyi V. IN. Modeling of the economy: education. manual. Kyiv: KNEU, 2003. 408 p.

1. Stefanyshyn O. B. Peculiarities of forming the financial strategy of economic entities of the agricultural industry. Management of innovative development of socio-economic systems: col.

monograph /under general ed. Doctor of Economics, prof. Khrapkina V. V., Doctor of Economics, Assoc. Pichyk K. IN. Kyiv : Publishing House «Kyiv-Mohyla Academy», 2024. 667 p. S. 452-464.

2.Stefanyshyn O. B. Diagnostics of financial support for the development of retail trade enterprises. Adaptation and integration mechanisms of management of innovative processes in the economy: col. monograph /ed. Doctor of Economics, prof. Prokhorova V. IN. Kharkiv: Publishing House Ivanchenko I. S., 2019. S. 156-166.

3.Stefanyshyn O. B. Diagnostics of ensuring the financial stability of the enterprise. Problems of state formation in Ukraine – 2024. Anti-corruption activities : materials of ext. Scientific seminar for Law Specialist Day (Lviv, October 9, 2024). Lviv: Lviv. Institute of PRAT «University of Higher Education «MAUP», 2024. S. 124-128. URL : [https://li-maup.edu.lviv.ua/uploads/media/content/Nauk\\_seminar\\_10/09/2024.pdf](https://li-maup.edu.lviv.ua/uploads/media/content/Nauk_seminar_10/09/2024.pdf)

4.Stefanyshyn O. B., Safonov S. IN. Operational analysis as a tool for managing costs and revenues of the enterprise. Realities of the formation of Ukraine as a state: past, present, future : materials of the 12th All-Ukrainian. of science and practice conf. (Zhytomyr, April 29-30, 2025. ZHI PRAT «UNIVERSITY «MAUP»). ZHI PRAT «UNIVERSITY «MAUP», 2025. S. 32-37. URL : <http://maup.zt.ua/conferences.htm>

5.Sydor Ya. Yu., Stefanyshyn O. B. Crisis management: diagnosis, prevention and financial risk management. Scientific achievements of students: economic, legal, social, behavioral, technical aspects : materials of the 1st All-Ukrainian. of science and practice conf. (Zhytomyr, March 25-26, 2025, FC at ZHI PrAT «VZ «MAUP»). FC at ZHI PrAT «VZ «MAUP», 2025. S. 31-38. URL : <https://fkzt.maup.com.ua/teacherCol.html#science>

6.Stefanyshyn O. B., Samborskyi M. D. The role of analysis in enterprise management. Problems of state formation in Ukraine – 2024. Anti-corruption activities : materials of ext. Scientific seminar for Law Specialist Day (Lviv, October 9, 2024). Lviv: Lviv. Institute of PRAT «University of Higher Education «MAUP», 2024. S. 129-133. URL : [https://li-maup.edu.lviv.ua/uploads/media/content/Nauk\\_seminar\\_10/09/2024.pdf](https://li-maup.edu.lviv.ua/uploads/media/content/Nauk_seminar_10/09/2024.pdf)

7.Stefanyshyn O. B., Bren Yu. Analysis and possibilities of risk assessment of strategic stability of enterprises. Actual problems of the development of the financial and economic system: priorities and prospects: coll. theses III International. of science and practice conf. students of higher education and young scientists (Lviv, October 19, 2023). Kyiv: Alerta, 2023. S. 295-298.

8.Stefanyshyn O. B., Vyhovskyi A. IN. Analysis of the financial stability of an agricultural enterprise based on a three-component indicator. Social transformations: man, state, society: materials add. International Science-practice conf. (October 29, 2020). Lviv: Lviv. Institute of PRAT «University of Higher Education «MAUP», 2020. S. 253-258.

9.Dvigun, A., Datsii , O., Levchenko, N., Shyshkanova, G., & Dmytrenko, R. (2022). Rational Use of Fresh Water as a Guarantee of Agribusiness Development in the Context of the Exacerbated Climate Crisis. *Science and Innovation*, 18(2), 85–99. <https://doi.org/10.15407/scine18.02.085> (Scopus)

10.Dvigun, A., Datsii , O., Levchenko , N., Shyshkanova , G., Platonov, O., & Zalizniuk, V. (2022). Increasing Ambition to Reduce the Carbon Trace of Multimodal Transportation in the Conditions of Ukraine’s Economy Transformation Towards Climate Neutrality. *Science and Innovation*, 18(1), 96–111. <https://doi.org/10.15407/scine18.01.096> (Scopus)

11.Lagodiienko V.V., Datsii O. I. , Petrenko O.P., Tepliuk M.A., Budiaiev M.O. Economic aspects of assessment and marketing of carbon emissions by enterprises based on the principles of sustainable development (2023). *Naukovyi Visnyk Natsionalnoho Hirnychoho Universytetu*, 2023, № 3. pp. 111-117. URL: <https://doi.org/10.33271/nvngu/2023-3/111> (Scopus)

12.Olena Vakulchik, Valeriia Fesenko, Oksana Knyshek, Lyudmyla Babenko, Liudmyla Horbach, Oleksandr Datsii (2023). Analysis of an Enterprise’s Compliance with the Authorized Economic Operator Status in the Context of the Customs Policy of Ukraine. *Lecture Notes in Computer Science*, 13957, 228-241. DOI: 10.1007/978-3-031-36808-0\_15. URL: [https://dl.acm.org/doi/abs/10.1007/978-3-031-36808-0\\_15](https://dl.acm.org/doi/abs/10.1007/978-3-031-36808-0_15) (Scopus)

13.Dombrovska, Svitlana, Datsii O.I., Prykhodko, Igor, V., Kovalchuk, Veronika, O., Vasylenko, Oleksandr. Evaluation of organizational and resource provision for the functioning of territorial

community in the financial security management system. *Financial and Credit Activity: Problems of Theory and Practice*, 2024. Vol. 6 (59). pp. 251-260. DOI: 10.55643/fcaptp.6.59.2024.4584 (Scopus)

14. Datsii O.I., Kalina I.I., Karbovska L.O. Theoretical principles of management of modeling projects of stability of agricultural enterprises. *Scientific Bulletin of Uzhhorod National University*. Issue 56, 2025, p. 132-135.

15. Datsii O.I., Dragan I.V., Tubolets I.I., Loschykhin O.M. Innovative activity in the system of transport support for the functioning of the pharmaceutical market. *Investments: practice and experience*. 2025. № 13. S. 48-52.

16. Datsii N.V., Datsii O.I. Effective development of innovative activities in the field of scientific research and projects in Ukraine. *Successes and achievements in science*. 2025. № 5 (15). S. 645-653.

17. Zgalat-Lozynska, L., Datsii, O., & Velichko, A. Financial and credit instruments as a key factor in the development of investment activity in construction. *Economy and society*. 2024. № 70. URL: <https://economyandsociety.in.ua/index.php/journal/article/view/5421/5365>.

18. Datsii O.I., Kalina I.I., Karbovska L.O. Modeling of projects for the stability of the functioning of agricultural enterprises on the basis of managing competitive advantages. *Agrosvit*. 2025. № 11. S. 33-37.

19. Datsii O.I., Kovalskyi M.R. Modeling of management processes of socio-economic territorial development. *Public governance*. 2022. № 1 (29). S. 36-41.

20. Datsii O.I., Banchuk-Petrosova O.V., Platonov O.I. An approach to multimodal modeling of effective state regulation of the development of foreign economic activity. *Public governance*. 2021. № 3 (28). S. 25-30.

#### ***Electronic resources:***

1. Modeling and forecasting of economic processes : Materials of the XV All-Ukrainian Scientific and Practical Conference. Kyiv: KPI named after. Igor Sikorskyi, 2021. URL: <https://ecocyber.fmm.kpi.ua/wp-content/uploads/2022/06/mpep2021.pdf>

2. Electronic bookstore. URL: <https://textbook.com.ua/rps>

3. National Library named after. IN. AND. Vernadskyi. URL: <http://www.nbu.gov.ua/>

4. Lviv Scientific Library named after. IN. Stefanyka. URL: <https://www.lsl.lviv.ua/index.php/uk/golovna2/>

5. Scientific journal «Economic analysis». URL: <https://www.econa.org.ua/index.php/econa>

6. Magazine «Economy and society». URL: <http://economyandsociety.in.ua>

7. Informational and analytical scientometric journal «Economics. Finance. Right». URL: <http://efp.in.ua/uk>

8. State Statistics Service of Ukraine. URL : <https://www.ukrstat.gov.ua/>