

Brief description of the elective discipline (abstract)

«Psychology of management»
(name of elective course)

Speciality	Medicine
Educational level	master
Year of study (course)	5 year
Form of education	full-time form of education
Department	psychology and philosophy

Summary of the subject:

The purpose of the discipline is to shape a holistic view of the psychology of management as a branch of psychological science, which considers the patterns of human resource management in modern organization. The course should lay the foundations of psychological competence in solving problems of improving production efficiency based on knowledge of advanced technologies and methods of personnel management.

Objectives:

- to know the laws of nature, society and thinking; socio-economic significance of the future profession of a doctor;
- to be aware of the degree of social responsibility for management decisions; psychological bases of development and realization of the concept of personnel management;
- to master the psychological foundations of the formation of a system of motivation and stimulation;
- to learn the psychological foundations of business communication;
- to organize group work based on knowledge of group dynamics processes and principles of team formation;
- to carry out business communication: public speeches, negotiations, meetings, business correspondence, electronic communications;
- to ensure compliance with ethical standards of relations in the organization.
- To empathically interact, communicate, be understandable, tolerant to people with other cultural or gender and age characteristics;
- to demonstrate socially responsible and conscious behavior, follow humanistic and democratic values;

Learning outcomes: to operate in professional activity with knowledge of the laws of development of nature, society and thinking; analyze and evaluate events and processes in their dynamics and relationship; set priorities and personal goals, learn from one's own experience and the experience of others; apply in practice the development and implementation of programs and procedures for the selection of personnel; to implement modern technologies of social work with staff; to organize group work on the basis of knowledge of processes of group dynamics and principles of team formation; carry out business communication.

After studying the course, the student should **know:**

- laws of development of nature, society and thinking;
- socio-economic significance of the future profession of a doctor;

- psychological foundations of development and implementation of the concept of personnel management;
- psychological bases of formation of the system of motivation and stimulation;
- psychological foundations of business communication;
- processes of group dynamics and principles of team formation;
- patterns of business communication: public speeches, negotiations, meetings, business correspondence, electronic communications;

After studying the course, students should **be able to**:

- empathetically interact, enter into communication, be tolerant of people with other cultural or gender-age characteristics;
- demonstrate socially responsible and conscious behavior, follow humanistic and democratic values;
- ability to ensure compliance with ethical standards of relations in the organization;
- demonstrate a responsible attitude to professional self-improvement, training and self-development.

Approximate list of lecture and seminar topics:

1. Psychology of management as a science of effective management.
2. Research methods in management psychology.
3. Management in medical organizations: effective management, result-oriented.
4. Management and leadership. Types of leaders in medical organizations. Ways to increase the effectiveness of leadership.
5. Management styles and methods. Management styles and methods based on theories “X”, “Y”, “Z”.
6. Leadership models. Fidler’s situational model.
7. Decision-making styles based on the Vroom-Yetton model.
8. Time management and communication. Model of organizational hierarchy. Wilfredo Pareto's rule.
9. Work with staff. Features of behavior of people of different psychological types in business relations.
10. Group processes in organizations. Team building. Group norms and behavior.
11. Personnel management in a crisis situation.
12. Psychological features of interpersonal communications in management.
13. Forms of business communication. Business negotiations and business conversation.
14. Resolution of conflict situations in the organization.

The list of competencies, the acquisition of which will be provided by the discipline.

General competencies:

- GC1. Ability to abstract thinking, analysis and synthesis, the ability to learn and be modernly trained.
- GC2. Ability to apply knowledge in practical situations
- GC3. Knowledge and understanding of the subject area and understanding of professional activity
- GC4. Ability to adapt and act in a new situation
- GC5. Ability to make an informed decision; work in a team; interpersonal skills
- GC6. Ability to communicate in the state language both orally and in writing; ability to communicate in a foreign language
- GC7. Skills in the use of information and communication technologies
- GC8. Definiteness and perseverance in terms of tasks and responsibilities
- GC9. The ability to act socially responsibly and consciously

Special (professional) competencies:

- SC1. Skills of interviewing and clinical examination of the patient
- SC4. Ability to determine the required mode of work and rest in the treatment of diseases

SC6. Ability to determine the principles and nature of disease treatment

SC18. Ability to conduct epidemiological and medical-statistical studies of public health; processing of state, social, economic and medical information.

SC19. Ability to assess the impact of the environment, socio-economic and biological determinants on the health of the individual, family, population

SC20. Ability to analyze the activities of a doctor, department, health care institution, to take measures to ensure the quality of medical care and improve the efficiency of medical resources.

The list of scientific and pedagogical employees who will ensure the conduct of the discipline:

PhD, Associate Professor **Olesia Pavliuk**

PhD **Viktoria Osypenko**