BORYS GRINCHENKO KYIV UNIVERSITY

EDUCATIONAL AND PROFESSIONAL PROGRAM

053.00.03 Psychology of Business and Management

The first (bachelor's) level of higher education

Field: 05 Social and behavioural sciences
Specialty: 053 Psychology
Qualification: Bachelor of Psychology

Effective date 1.09 2019.
(Order of April 25, 2019, № 295)

Kyiv – 2019

CERTIFICATION LIST
of educational and professional program

Department of General, Age and Pedagogical Psychology
Protocol № 3, March 18, 2019.
Head of Department _____ (Oksana P. Serhieienkova)

Academic Council of Institute of Human Sciences
Protocol № 3, March 26, 2019.
Head of Academic Council _____ (Nataliia A. Klishevych)

Scientific-methodical centre of standardization and education quality
Head _____ (Olha V. Leontieva)
___.___.2019.

Vice-rector on scientific-methodological and educational work
_____ (Oleksii B. Zhyltsov)
___.___.2019.

PREFACE

Modern organizations, institutions and enterprises, regardless of ownership, have a wide arsenal of tools that enable them to successfully interact with the external market environment, to locate and form their own consumers. The overwhelming majority of them somehow contain the psychological component, and, consequently, the task of its effective use with the support for the achievements of modern psychology. Professionals in the field of business and entrepreneurship, regardless of their scope of activities, the number of employees involved, etc., began to realize that they needed a psychologist in the field of working with people. Psychologists can be peculiar mediators in the system of interaction of the individual, organization, community and society, to actively influence the creation of positive relations in society, to harmonize the relationships between people, to support innovation, to stimulate various types of assistance, to carry out psychological research, etc.

The educational-professional program is developed on the basis of the standard of higher education in the specialty 053 "Psychology" for the first (bachelor's) level of higher education, approved by the Ministry of Education and Science of Ukraine (Order № 565, April 24, 2019).

Developed by a working group consisting of:
1) Oksana P. Serhieienkova, Doctor of Psychology, Professor, Head of Department of General, Age and Pedagogical Psychology;
2) Olesia A. Stoliarchuk, PhD in Psychology, Assistant Professor, Assistant Professor of Department of General, Age and Pedagogical Psychology;
3) Tamara V. Hrubi, Грубі Т.В., PhD in Psychology, Assistant Professor of Department of Practical Psychology.

External reviewers:
Halyna K. Radchuk, Doctor of Psychology, Professor, Head of Department of Practical Psychology of V. Hnatiuk Ternopil National Pedagogical University;
Nataliia V. Prorok, Doctor of Psychology, Professor, Head of Research Laboratory of Psych Diagnostics and Scientific Psychological of H.S. Kostiuk Institute of Psychology of National Academy of Pedagogical Sciences of Ukraine.

Reviews from representatives of professional associations / employers:
V. Dorichenko, HR-manager of Kyiv European Collegium.

The educational program has been implemented since 2019.
The term for viewing the educational program once every 4 years.

Actualized:

Date of revision EP / EP amending	_	_	_
Signature			
EP guarantor's name	Oksana P. Serhieienkova		

I. Profile of educational program

Specialty 053 «Psychology»

Specialization 053.00.03 Psychology of Business and Management

1 – General information	
Full name of higher educational institution and structural unit	Borys Grinchenko Kyiv University Institute of Human Sciences
The degree of higher education and qualification title	Higher education degree: bachelor Specialty: 053 Psychology Optional specialization: HR-management Training program: 053.00.03 Psychology of Business and Management Qualification: Bachelor of Psychology
Official name of the educational program	053.00.03 – Psychology of Business and Management
Diploma's type and scope of the educational program	Bachelor's degree, unitary, 240 ECTS credits, term of training - 3 years 10 months
Availability of accreditation	Application deadline for accreditation – 2023 p.
Cycle / Level	National Qualifications Framework of Ukraine - 7th level, FQ-EHEA - first cycle, EQF-LLL - 6th level
Background	Having completed secondary education
Language (s) of teaching	Ukrainian
The validity of the educational program	4 years
Internet address of the permanent description of the educational program	http://kubg.edu.ua/informatsiya/vstupnikam/napryami-pidgotovki/magistr.html
2 – The purpose of the educational program	
To prepare a competent, competitive specialist in the field of psychology, able to provide psychological support to business, analysis of the psychological principles of business processes and management decisions in conditions of social interaction and entrepreneurial activity.	
3 – Characteristics of the educational program	
Subject area (branch of knowledge, specialty, specialization (if any)	05 Social and behavioural sciences 053 Psychology
Orientation of the educational program	Educational-professional, aimed at forming of the subjects of higher education of subject competences of psychodiagnostic, advisory and correctional content
The main focus of the educational program and specialization	General education in the field of personality support in the field of business and entrepreneurship; human resources management and personal development; mediation of the communicative space of the organization. Key words: personality, business, entrepreneurship, business

	activity, human resources management, organizational culture and behavior, mediation
Features of the program	Practically oriented and research-based training

4 – Suitability of graduates for employment and further training	
Suitability for employment	Positions in state and commercial employment and management enterprises (administrative assistant, staff organizer, recruiting specialist); positions in education, health care, social assistance. According to the National Classification of Professions DK 003: 2010, specialists who have received education in the educational program "Psychology of Business and Management", may occupy the following primary positions: 3423 - Organizer of personnel, specialist in hiring labor; 3436 - Administrative Assistant 343 - Technical specialists in the field of management 3436.1 - Assistant to the head of the enterprise, institutions and organizations 3436.3 - Assistant managers of small enterprises without management apparatus
Further training	Ability to continue education on the second (master's) level of higher education. Acquiring additional qualifications in the system of postgraduate education.

5 – Teaching and evaluation	
Teaching and learning	The general style of teaching is practically oriented with student-centric orientation. A combination of compulsory courses and disciplines of student choice
Evaluation	Oral and written examinations, testing, practice reports, course work protection

6 – Program competencies	
Integral	The ability to solve complex specialized problems and practical problems in the field of psychology, psychological support of the organization of business, business processes and human resources management, which involves the application of psychological theories and methods, and characterized by complexity and uncertainty of professional conditions
General Competencies (GC)	GC 1. Ability to apply knowledge in practical situations. GC 2. Knowledge and understanding of the subject area and understanding of professional activity. GC 3. Skills of using information and communication technologies. GC 4. Ability to learn and master modern knowledge. GC 5. Ability to be critical and self-critical. GC 6. Ability to make informed decisions. GC 7. Ability to generate new ideas (creativity). GC 8. Interpersonal skills. GC 9 Ability to work in a team. GC 10. Ability to exercise their rights and responsibilities as a member of society, to realize the values of a civil (free democratic) society and the need for its sustainable development, the rule of law, human and civil rights and freedoms in Ukraine. GC 11. Ability to preserve and increase the moral, cultural,

	scientific values and achievements of society on the basis of understanding of the history and patterns of development of the subject area, its place in the general system of knowledge about nature and society and in the development of society, technology and technics, use different types and forms of motor activity for active rest and healthy lifestyle.
Special (professional, subject) competencies (SC)	SC 1. Ability to operate categorically-conceptual apparatus of psychology. SC 2. Ability to retrospective analysis of national and foreign experience of understanding the nature of the emergence, functioning and development of psychic phenomena. SC 3. Ability to understand the nature of behavior, activities and actions. SC 4. Ability to independently collect and critically analyze and generalize psychological information from various sources. SC 5. Ability to use valid and reliable psychodiagnostic tools. SC 6. Ability to independently plan, organize and carry out psychological research. SC 7. Ability to analyze and systematize the obtained results, to formulate reasoned conclusions and recommendations. SC 8. Ability to organize and provide psychological assistance (individual and group). SC 9. Ability to carry out educational and psychoprophylaxis activity according to the request. SC 11. Ability to adhere to the rules of professional ethics. SC 12. Ability to personal and professional self-improvement, training and self-development. SC 13. Ability to provide psychological support to the professional activities of staff and apply procedures for assessing the activities of staff and organizations. SC 14. Ability to select, prepare, adapt, motivate and develop personnel. SC 15. Ability to form and maintain a psychological microclimate in a team, to develop a corporate culture.
7 – Program learning outcomes	
	PLO 1. To analyze and explain mental phenomena, identify psychological problems and suggest ways to solve them. PLO 2. To understand the patterns and features of the development and functioning of mental phenomena in the context of professional tasks. PLO 3. To search for information from various sources, including using information and communication technologies to solve professional problems. PLO 4. To substantiate their own position, to make independent conclusions on the results of their own research and analysis of literary sources. PLO 5. To select and apply valid and reliable psychodiagnostic tools (tests, questionnaires, projective methods, etc.) of psychological research and technology of psychological help. PLO 6. To formulate the purpose, the task of research, to master the skills of collecting the original material, to follow the research procedure.

	PLO 7. To reflect and critically evaluate the validity of the results of the psychological research, formulate reasoned conclusions.
	PLO 8. To present the results of own research orally / in writing for professionals and non-specialists.
	PLO 9. To offer own ways to solve psychological problems and problems in the process of professional activity, to accept and argue own decisions on their solution.
	PLO 10. To formulate opinion logically, accessible, discuss, defend own position, modify the statements in accordance with the cultural characteristics of the interlocutor.
	PLO 11. To formulate and implement the advisory process plan taking into account the specificity of the request and the individual characteristics of the client, to ensure the effectiveness of their own actions.
	PLO 12. To formulate and implement a program of psychoprophylaxis and educational actions, measures of psychological help in the form of lectures, conversations, round tables, games, trainings, etc., in accordance with the requirements of the customer.
	PLO 13. To interact, to engage in communication, to be clear, tolerant to people with other cultural or gender-age differences.
	PLO 14. Effectively perform various roles in the team in the process of solving professional problems, including demonstrating leadership qualities.
	PLO 15. To be responsible to professional self-improvement, training and self-development.
	PLO 16. Know, understand and adhere to the ethical principles of professional activity of a psychologist.
	PLO 17. To demonstrate socially responsible and conscious behavior, follow humanistic and democratic values in professional and civic activities.
	PLO 18. To take effective measures to maintain health (your own and the environment) and, if necessary, determine the content of the supervisory request.
	PLO 19. To update and develop the entrepreneurial potential of the individual, to form an effective business strategy for it.
	PLO 20. To demonstrate the skills of preventing and resolving industrial conflicts, creating and maintaining a favorable psychological atmosphere in the organization.
	PLO 21. To demonstrate skills for the development and implementation of communication training, team building training, business training; professional and personal growth
8 – Resource support for the implementation of the program	
Staffing	The staffing of the educational program consists of the teaching staff of the Department of General, Age and Pedagogical Psychology, Department of Practical Psychology of the Institute of Human Sciences. The practice-oriented nature of the educational program involves the broad participation of practitioners who correspond to the direction of the program to enhance the synergy of theoretical and practical training.
	The head of the project team and the teaching staff that ensures its implementation complies with the requirements defined by the

	Licensing Conditions for conducting educational activities of educational institutions.
Material and technical support	To organize the educational process, the Department for the scientific and pedagogical workers is properly equipped, there is sufficient number of classes for conducting lectures, laboratory-practical, individual classes. The rooms are equipped with stationary sound and video recording equipment, a complex of multimedia equipment, projecting devices. The centres of practical training "Coaching Studio", "Centre for Social Technologies and Innovations" and the Diagnostic and Consultation Centre help to work out the practical techniques and technologies of work of the psychologist as closely as possible to the real professional conditions in the field of business and management.
Information, teaching and methodological support	The educational process is organized taking into account the possibilities of the most advanced learning technologies and is oriented towards the formation of a highly educated, competitive, harmoniously developed personality capable of qualitative learning and constant updating of scientific knowledge, professional mobility and adequate adaptation to dynamic changes in the socio-cultural sphere, in manufacturing technologies, in branches of science and education, management systems and labour organization.
9 – Academic mobility	
National Credit Mobility	-
International Credit Mobility	-
Education of foreign applicants of education	-

II. The list of components of the educational-professional program and their logical consistency

2.1. List of components of EP

Component code	Code	Components of the educational program (academic disciplines, course projects (work), practice, qualification work)	Credits	Form of final control
1	2	3	4	5
Required components of EP				
RC 1	EDG.01	University studios	4	Credit
RC 2	EDG.02	Ukrainian studios	6	Exam
RC 3	EDG.03	Philosophical studios	6	Exam
RC 4	EDG.04	Foreign language	10	Exam
RC 5	EDG.05	Information and communication technologies in psychology	4	Exam
RC 6	EDG.06	Physical training	4	Credit
RC 7	EDP.01	Psychophysiology of a person with the basics of genetics	4	Credit
RC 8	EDP.02	History of psychology	4	Credit
RC 9	EDP.03	General psychology with a workshop	10	Exam
RC 10	EDP.04	Psychology of personality	6	Exam
RC 11	EDP.05	Psychology of development	6	Exam
RC 12	EDP.06	Social psychology	4	Credit
RC 13	EDP.07	Psychological workshop on communication	5	Credit
RC 14	EDP.08	Experimental psychology	4	Exam
RC 15	EDP.09	Psychology of management	6	Exam
RC 16	EDP.10	Psychology of business and entrepreneurship	6	Exam
RC 17	EDP.11	Psychology of motivation and decision making	4	Exam
RC 18	EDP.12	Psychology of advertising and PR	4	Credit
RC 19	EDP.13	Coursework	1	coursework
RC 20	EDP.14	Psychodiagnostics with the basics of mathematical statistics	5	Exam
RC 21	EDP.15	Psychological counseling and psychocorrection	4	Exam
RC 22	EDP.16	Conflictology	6	Exam
RC 23	EDP.17	Imageology	4	Credit
RC 24	EDP.18	Coaching	4	Credit
RC 25	EDP.19	Project management	4	Credit
RC 26	EDP.20	Psychology of social processes and organizational changes	4	Exam
RC 27	P.01	Educational (familiar)	6	Credit
RC 28	P.02	Industrial	37,5	Credit
RC 29	EA.01	Preparation and defense of qualification work	6	Exam

RC 30	EA.02	Certifying exam	1,5	Exam
The total volume of required components			**180**	
Optional EP components				
OC 1	ODS 1.01.	Team building training	4	Credit
OC 2	ODS 1.02	Psychological selection and personnel technologies	5	Exam
OC 3	ODS 1.03	Coursework	1	coursework
OC 4	ODS 1.04	Time management	5	Credit
OC 5	ODS 1.05	Workshop on career counseling	4	Credit
OC 6	ODS. 1.06	The art of self-presentation in professional activities	4	Credit
OC 7	ODS. 1.07	Organizational culture and personality behavior	6	Exam
OC 8	ODS. 1.08	Stress management in the organization	6	Exam
OC 9	OP. 1.1	Training practice in specialization	15	Credit
The total volume of optional components:			**60**	
THE TOTAL VOLUME OF EDUCATIONAL PROGRAM			**240**	

2.2 Structural-logical scheme of EP

Course, semester							
I		II		III		IV	
1	2	3	4	5	6	7	8
RC 1	RC 4	RC 5	RC 3	RC 17	RC 22	RC 28	RC 28
RC 2	RC 6	RC 13	RC 16	RC 21	RC 23	OC 7	RC 29
RC 4	RC 9	RC 14	RC 18	RC 22	RC 24	OC 8	RC 30
RC 6	RC 10	RC 15	RC 19	RC 28	RC 25	OC 9	OC 9
RC 7	RC 11	RC 16	RC 20	OC 2	RC 26		
RC 8	RC 12	OC 1	RC 27	OC 5	RC 28		
RC 9	RC 13		OC 4		OC 3		
					OC 6		

III. Form of certification of applicants for higher education

Certification of graduates of educational program 053.00.03 Psychology of business and management on the specialty 053 Psychology is carried out in the form of protection of qualification work and certifying examination, and ends with the issuance of a state diploma award for awarding them a bachelor's degree with the award of a qualification "Bachelor of Psychology".

IV. Matrix of compliance of program competencies to the components of the educational program

	RC 1	RC 2	RC 3	RC 4	RC 5	RC 6	RC 7	RC 8	RC 9	RC 10	RC 11	RC 12	RC 13	RC 14	RC 15	RC 16	RC 17	RC 18	RC 19	RC 20	RC 21	RC 22	RC 23	RC 24	RC 25	RC 26	RC 27	RC 28	RC 29	RC 30	OC 1	OC 2	OC 3	OC 4	OC 5	OC 6	OC 7	OC 8	OC 9
GC 1							+	+	+	+	+	+	+	+	+	+	+	+	+	+	+					+	+	+	+	+		+	+				+		+
GC 2							+		+	+	+	+	+	+	+	+	+	+		+							+					+			+				
GC 3							+		+	+	+	+	+	+	+	+	+	+		+							+					+		+	+				
GC 4					+											+										+	+					+							+
GC 5	+		+				+	+	+	+	+	+	+	+	+	+	+	+	+	+		+		+	+							+							
GC 6														+	+	+			+						+		+	+					+						+
GC 7							+							+		+									+														
GC 8							+							+		+									+											+			
GC 9							+							+		+									+													+	
GC 10														+					+			+			+		+	+			+	+			+				+
GC 11	+	+	+	+																+		+	+	+	+	+		+	+	+		+		+	+	+	+	+	+
SC 1							+	+			+	+			+		+	+	+	+	+			+		+	+	+		+	+	+							+
SC 2	+	+	+	+	+		+		+	+	+	+					+	+	+	+	+	+	+			+	+		+	+	+	+			+			+	+
SC 3	+																	+	+		+		+				+		+	+	+	+	+	+			+	+	+
SC 4	+	+	+				+	+		+	+		+		+		+			+					+		+		+	+		+							+

SC 5		+		+							+		+		+			+			+	+	+	+	+		+		+				+
SC 6	+	+		+	+		+	+	+	+					+	+	+	+	+	+	+	+					+	+	+				+
SC 7			+			+	+	+						+	+	+					+	+	+				+			+			+
SC 8			+			+	+	+						+	+	+					+	+	+				+						+
SC 9			+			+	+	+						+	+	+					+	+	+				+			+			+
SC 10			+			+	+	+						+	+	+					+	+	+			+				+	+		+
SC 11			+			+	+	+						+	+	+					+	+	+			+				+	+		+
SC 12			+			+	+	+						+	+	+					+	+	+			+				+	+		+
SC 13			+			+	+	+						+	+	+					+	+	+			+				+	+		+
SC 14			+			+	+	+						+	+	+					+	+	+			+				+	+		+
SC 15												+			+	+			+		+	+				+		+	+	+	+		+

V. Matrix of providing programmatic learning outcomes for relevant educational program components

	RC 1	RC 2	RC 3	RC 4	RC 5	RC 6	RC 7	RC 8	RC 9	RC 10	RC 11	RC 12	RC 13	RC 14	RC 15	RC 16	RC 17	RC 18	RC 19	RC 20	RC 21	RC 22	RC 23	RC 24	RC 25	RC 26	RC 27	RC 28	RC 29	RC 30	OC 1	OC 2	OC 3	OC 4	OC 5	OC 6	OC 7	OC 8	OC 9
PLO 1							+	+	+	+	+	+	+	+	+	+	+	+	+	+	+					+	+	+	+	+		+			+	+			+
PLO 2							+		+	+	+	+	+	+	+	+	+	+		+							+					+				+			
PLO 3							+		+	+	+	+	+	+	+	+	+	+		+							+					+		+	+				
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PLO 5	+		+				+	+	+	+	+	+	+	+	+	+	+	+	+	+		+		+	+							+							
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PLO 11	+	+	+	+															+			+	+	+	+	+	+	+	+				+	+	+	+	+	+	+
PLO 12									+	+	+	+	+			+	+		+								+	+				+							+
PLO 13							+	+			+	+				+	+		+	+	+		+		+	+	+		+	+		+							+
PLO 14	+	+	+	+	+		+		+	+	+					+	+	+	+	+	+					+	+		+	+		+		+	+		+		+
PLO 15	+																+	+		+			+			+			+	+		+		+	+	+	+	+	+
PLO 16	+	+	+				+	+		+	+		+		+		+					+		+		+	+					+							+
PLO 17		+					+							+		+			+				+			+	+	+	+	+		+							+
PLO 18	+		+				+	+		+	+	+	+						+	+	+	+	+	+		+	+			+		+		+	+				
PLO 19						+			+	+	+							+	+	+						+	+	+				+			+	+	+		
PLO 20														+					+	+			+			+	+		+	+		+				+	+	+	+
PLO 21														+	+	+	+	+													+	+	+	+	+	+	+	+	+