

Faculty of Philosophy / PSYCHOLOGY / Psychology of Management

Course:	Psychology of Management			
Course ID	Course status	Semester	ECTS credits	Lessons (Lessons+Exercises+Laboratory)
12551	Mandatory	2	4	2+2+0
Programs	PSYCHOLOGY			
Prerequisites	Basics of work psychology, Psychology of human relations			
Aims	To introduce students with basic concepts and tasks of psychology in management and significant scientific and practical problems of this discipline. Special emphasis is on raising awareness about the most important problems in the area, place and role of psychology of management, and the role of management psychologists in organizations.			
Learning outcomes	After passing this exam, a student will be able to: 1.optimal plan of development of human resources in organizations; 2.analyze competitive position of the organization; 3.make a difference about types of organizational roles(director, executive, manager, leader...); 4.understands the competitive characteristics of entrepreneurial behavior ; 5.improve own potential for leadership; 6.critical awareness of the most important problems in this area, the place and role of psychology in the work of the management.			
Lecturer / Teaching assistant	Mirjana Kuljak, Dragica Rajkovic			
Methodology	Lectures, consultations, tests			
Plan and program of work				
Preparing week	Preparation and registration of the semester			
I week lectures	Introduction to Psychology of management.			
I week exercises	Problems of psychology of management.			
II week lectures	Human resource management as a business function and scientific disciplines.			
II week exercises	The development of the psychology of management in the local organizational circumstances and relations with other psychological and scientific disciplines.			
III week lectures	Human resource management in local companies.			
III week exercises	Management development now and then (discussion).			
IV week lectures	Approaches to the introduction of human resources management in a company in transition.			
IV week exercises	Management in crisis.			
V week lectures	Elements of the environment and human resources.			
V week exercises	Human Resource Planning.			
VI week lectures	Leadership, organization and motivation in organization.			
VI week exercises	Playing organizational roles (workshop).			
VII week lectures	Social power and leadership.			
VII week exercises	First colloquium			
VIII week lectures	Sources of managers social power.			
VIII week exercises	Power (workshop)			
IX week lectures	Identification, selection and development of managers.			
IX week exercises	Social and personal characteristics of the management development.			
X week lectures	Personality traits and performance of managers.			
X week exercises	Successful manager profile (workshop).			
XI week lectures	Manager motivation.			
XI week exercises	Second colloquium			
XII week lectures	Management development in practice.			
XII week exercises	Motivational techniques in management.			
XIII week lectures	Japanese management			

XIII week exercises	Difference between western and eastern management.					
XIV week lectures	Leadership: the nature of leadership and the impact on the organization.					
XIV week exercises	Discover leader (workshop).					
XV week lectures	Psychosocial sources of stress, effects of stress, stress management.					
XV week exercises	Source of stress for men and women who perform the role of manager.					
Student workload	Weekly 4 credits x 40/30 = 5 hours and 20 min					
Per week			Per semester			
4 credits x 40/30=5 hours and 20 minuts 2 sat(a) theoretical classes 0 sat(a) practical classes 2 excercises 1 hour(s) i 20 minuts of independent work, including consultations			Classes and final exam: 5 hour(s) i 20 minuts x 16 =85 hour(s) i 20 minuts Necessary preparation before the beginning of the semester (administration, registration, certification): 5 hour(s) i 20 minuts x 2 =10 hour(s) i 40 minuts Total workload for the subject: 4 x 30=120 hour(s) Additional work for exam preparation in the preparing exam period, including taking the remedial exam from 0 to 30 hours (remaining time from the first two items to the total load for the item) 24 hour(s) i 0 minuts Workload structure: 85 hour(s) i 20 minuts (cources), 10 hour(s) i 40 minuts (preparation), 24 hour(s) i 0 minuts (additional work)			
Student obligations			Students are required to attend classes regularly, participate in debates, and do two tests.			
Consultations			Group and individual on a weekly basis.			
Literature			Maslov, Abraham, Psihologija u menadžmentu, ASEE, Novi Sad, Dunderović, R. (2004): Osnovi psihologije menadžmenta, FAM,Novi Sad. Čizmić, S. ed. (1995) Psihologija i menadžment. Institut za psihologiju Beograd. Zvonarević, M. (1985.) Socijalna moć i rukovođenje U: Socijalna psihologija, Školska knjiga, Zagreb, 322 – 336 str Zvonarević, M. (1985.) Uloga rukovodioca i njegove psihološke osobine U: Socijalna psihologija, Školska knjiga, Zagreb, 337 – 360 str Grinberg, Dž., Baron R. A. (1998): Ponašanje u organizacijama: razumevanje i upravljanj ljudskom stranom rada, Beograd: Želnid. Mincberg, H. (2009) : Menadžeri, a ne masteri poslovne organizacije,„CEKOM“ – books, N. Sad. Bahtjarević Šiber, F.(1999). Management ljudskih potencijala, Golden marketing, Zagreb. Šira literatura: Dunderović, R. (2004). Vrijednosne orijentacije menadžera i kvalitet života zaposlenih. Sociološki godišnjak SDRS. Pale. Grubić – Nešić, L. (2008). Znati biti lider. AB print. Novi sad. Wren i Woich (1994) Menadžment. Privredni pregled. Beograd			
Examination methods			Two colloquia, 20 points per each (40 points total). Exercise class activities 10 points. Lecture class activities 10 points. Final exam with 40 points. For the exam to be passed - min 50 points.			
Special remarks						
Comment						
Grade:	F	E	D	C	B	A
Number of points	less than 50 points	greater than or equal to 50 points and less than 60 points	greater than or equal to 60 points and less than 70 points	greater than or equal to 70 points and less than 80 points	greater than or equal to 80 points and less than 90 points	greater than or equal to 90 points