



COLLEGE OF ACCOUNTANCY AND FINANCE
Study Programme “Accounting and Finance”
 Study Course description

Study course title	
<i>In Latvian</i>	Personības un vadības psiholoģija
<i>In English</i>	Psychology of Management and Personality
Programme part	Elective general education study courses
ECTS	3
<p>Study course summary: In this course, students learn a brief history, main categories and concepts of the development of personality psychology as a branch of psychology, paying special attention to the concepts of the image and concept of the "I", as well as self-concepts. The major world-famous approaches to personality research, their peculiarities and research methods are considered. Within each approach, personality criteria, structure searches, typologies are considered. The most widely represented in the course are psychoanalytic, behavioural, cognitive and humanistic research of orientation personality, and their modern modifications.</p> <p>Complement the theoretical knowledge of human interaction in small and large groups; develop analytical skills and understanding of the dynamic processes in groups, the formation of personal and social relationships in them. Encourage listeners to learn the main concepts and regularities of communication, to stimulate the use of knowledge in practice, according to their individual characteristics, specific situation and goals of cooperation.</p>	
<p>Study course aim: Get acquainted with and understand the concepts of personality psychology from the point of view of various personality theories related to Management Psychology and their application in the work environment</p> <p>Study course objectives: Develop skills to cooperate freely, avoid conflict situations; create teamwork environment and the ability to communicate using various forms of communication.</p>	
<p>Study course learning outcomes:</p> <p>Knowledge:</p> <ul style="list-style-type: none"> • Understand the major phenomena in personality psychology in relation to the phenomena of management psychology. • Understand scientific explanations about personality behaviour, leadership development, factors. • Understand various management theories; understand the internal structure of the organisation. 	
<p>Skills:</p> <ul style="list-style-type: none"> • Determine the potential of individual leadership and the type of leader. • Ability to lead a team, divide responsibilities within a team, organise the work process. 	
<p>Competences:</p> <ul style="list-style-type: none"> • Be able to test the abilities and skills of subordinates • Be able to analyse, critically evaluate the work process, performance of duties and assess employee competencies. • Be able to model work situations, integrate the model into the work process. • Be able to forecast the employee's efficiency at work, to motivate employees, to take responsibility for their professional decisions and actions, to act professionally in conditions of change; ability to develop professionally. 	
<p>Study course content:</p> <ol style="list-style-type: none"> 1. Functions and components of personality theories. Basic concepts; person, individual, personality. 2. Self-assessment. Level of aspiration and leadership. 3. Personality factors and resources. Leader types. Leader and manager. Management decision 	

making.

4. Psychoanalytic approach in personality research.
5. Basic ideas of E. Fromm's humanistic psychoanalysis. K.G. Jung's theory of individuality.
6. R. Cattell's experimental and statistical analysis of features. Main methods, procedures and results. Their meaning.
7. Subject of Management Psychology. Peculiarities of the manager's work. Peculiarities of a manager's creative work. Management psychological problems.
8. Management style. Psychological problems of management style. Types of styles. Management psychological problems. The main directions of management psychology. Driver type and driver levels. Management skills and work efficiency. Personality of the leader.

Students' independent work:

No.	Topics, tasks of independent work	Report form
1.	Development of personality model according to K.G. Jung's theory	Presentation
2.	Application of R. Cattell's test frame selection	Presentation
3.	Determining organisational and management capabilities	Presentation
4.	Completion of motivation test	Analysis

Course mastering assessment

The final assessment of the study course according to the ten-point system consists of: assessment of independent work, situation analysis and knowledge test.

Assessment form:	Number:	Weight:
<ul style="list-style-type: none">• Attendance of lectures, performance of practical work during contact lectures	5	20 %
<ul style="list-style-type: none">• Completion of independent work or homework. European Journal of Work and Organizational Psychology.	2	40%
<ul style="list-style-type: none">• Exam	1	40%

Study language: English.

Methods used in the study course: Lectures, tests, practical work, homework, exam

Examination form: To complete two independent works, to defend the final report.