

**Faculty of International Economics and Administration**  
**Department: Administration and Management**  
**Professional area: Administration and Management**  
**Major: Public Administration and Management – European Administration**  
**Educational-and-qualification degree: Master**

### **COURSE DESCRIPTION**

1. Course unit title: **Psychology of Management**
2. Course unit code: PSY 3051
3. Type of course unit: equational
4. Level of course unit: Master
5. Year of study: second
6. Semester: third
7. Number of ECTS credits allocated: 6
8. Name of lecturers: Prof. Galya Todorova Gercheva-Nestorova D.Sc., Assoc. Prof. Martin Djurov, PhD
9. Learning outcomes of the course unit: The course aims at providing students with profound knowledge of the main theoretical conceptions of the psychological nature of human community management (organizations, groups, teams); at developing practical social skills for efficient management work, and creating a disposition towards personal growth.
10. Mode of delivery: face-to-face/distance learning
11. Prerequisites and co-requisites: Students need to have preliminary knowledge of the main principles of management.
12. Course contents: The course content includes general psychological knowledge and the main theoretical and applied issues of the psychology of social management; social groups within an organisation - formal and non-formal characteristics; motivation in management – main approaches based on personal needs; personality characteristics of the manager; personality characteristics of employees; specifics of communications in management; self-knowledge and personal development; management styles characteristic of managers and leaders; conducting negotiations – main techniques.
13. Recommended or required reading:
  - Арънсън, Е. Човекът - "социално животно" С., Дамян Яков, 2009
  - Герчева-Несторова, Г. Личност и общуване. С., Изд. „ Албатрос”, 2010.
  - Герчева-Несторова, Г. Психология в управлението. Комуникативен разрез. Варна, УИ ВСУ „ Черноризец Храбър”, 2004.
  - Герчева-Несторова, Г. Психология на управлението. Комуникативен практикум”, Варна, УИ ВСУ „ Черноризец Храбър”, 2005.
  - Маслоу, Е. Мотивация и личност, С. Изд. „Кибеа”, 2010
  - Социална психология. Под. ред. на Серж Московичи. С., Изд. „Дамян Янков”, 2006
  - Тофлър, А. Трусове в във властта. Народна култура, 1996
  - Розанова, В.А. Психология управления, М. Альфа-Пресс, 2008
  - Урбанович, А.А. Психология управления, Минск, „Харвест”, 2007
  - Harris, Th. E., Nelson, M.D. Applied Organizational Communication. New York – London, Taylor & Francis Group, LLC, 2008
  - Work Motivation : Past, Present, and Future / Ed. by Ruth Kanfer, Gilad Chen, Robert D. Pritchard . - New York : Routledge, 2008

14. Planned learning activities and teaching methods: a lecture course, work on case studies
15. Assessment methods and criteria: The final grade represents the average score of 15.1 and 15.2 as follows:
  - 15.1 Continuous assessment:
    - writing and presenting course assignments – up to 3 a semester;
    - regular seminar attendance with minimum four presentations of personal views;
    - successful participation in a colloquium.
  - 15.2 Written semester examination – test covering the material taught in the lectures and seminars (All question topics are included in the synopsis.). Students are given a pass grade provided they have done correctly more than 50% of the tasks.
16. Language of instruction: Bulgarian
17. Work placement: None