



"I confirm"

Head of the Department: _____

Protocol No.

Date: 2024

Syllabus

General Information	Department	Psychology and Social work
	Faculty	Psychology
	Major code	
	Group Number	
	Degree level	<input type="checkbox"/> Bachelor <input type="checkbox"/> Master
	Study format	Full - Time
	Academic year/Semester	2024/Fall
	Year of study	2024-2025
	Academic semester	<input type="checkbox"/> Fall <input type="checkbox"/> Spring <input type="checkbox"/> Summer
Course Information	Course name, code	Sociology and Psychology of Management
	Credit count	
	Study load (hours)	60
	Teaching methods	<input type="checkbox"/> Lecture <input type="checkbox"/> Seminar <input type="checkbox"/> Laboratory
	Language of instruction	<input type="checkbox"/> Azerbaijani <input type="checkbox"/> English <input type="checkbox"/> Russian
	Course type	<input type="checkbox"/> Mandatory <input type="checkbox"/> Elective
	Prerequisite course/code	
Instructor Information	Instructor's academic degree, academic title, honorary title, last name, first name, patronymic	P.ü.f.d.Abbasova Afərin Mariya Davidova
	Instructor's email address	aferin.abbasova@wcu.edu.az mariya.davidova.2024@wcu.edu.az
	Instructor's contact number	(+994)50 685 39 99 (+994) 55 299 05 44
	Office hours	
Course Description	The course "Sociology and Psychology of Management" explores the social and psychological aspects of management and the work	

	<p>environment within organizations. It aims to enhance managers' and leaders' abilities to effectively manage human resources by examining social relations, group dynamics, employee motivation, and psychological processes. Topics such as labor relations, social stratification in the workplace, leadership styles, and the impact of psychological factors on employee behavior are addressed.</p> <p>The sociology and psychology of management is an academic discipline that prepares professionals capable of assessing the socio-psychological situation within organizations, identifying problem situations, and proposing innovative social technologies to optimize human resource management and increase the effectiveness of using all social resources in an organization.</p>
Course Objectives	<p>The primary objective of this course is to train students at the intersection of management and social psychology so that they can better understand internal organizational relations, apply appropriate methods to boost employee motivation, and create a positive work environment by ensuring social justice. This course combines both theoretical and practical content and provides students with essential knowledge for success in future management and leadership roles.</p> <p>The course equips students with the ability to apply social and psychological theories, analyze social structures within the work environment, and understand employee behavior. With in-depth knowledge of the social and psychological dimensions of management, students will be able to make more purposeful and effective decisions in matters related to leadership and organizational dynamics.</p>
Learning Outcomes	<ol style="list-style-type: none"> 1. Students will gain the ability to analyze the behavior of employees and team members in the workplace and understand their social and psychological needs. 2. Students will learn to apply various psychological theories to enhance employee motivation and develop appropriate motivation strategies to improve workplace performance. 3. Students will understand different leadership styles, as well as team-building and management skills, enabling them to successfully manage group dynamics. 4. Students will apply psychological strategies to maintain mental well-being in the workplace and manage stress effectively. 5. Students will learn how ethical decision-making and social responsibility are applied in management. <p>These learning outcomes aim to provide students with a broad range of competencies in the field of the sociology and psychology of management.</p>
Course Requirements	<p>In the "Sociology and Psychology of Management" course, the following approaches may be recommended for student engagement:</p> <ol style="list-style-type: none"> 1. Active Participation: Students should be encouraged to actively participate in the course, ask questions, and take part in discussions. This will help them gain a deeper understanding of the topics.

	<ol style="list-style-type: none"> 2. Group Research Projects: Students can be assigned group projects or research assignments. This will help them improve collaboration, communication, and problem-solving skills. 3. Guest Lectures and Seminars: Expert guest speakers can be invited, or students may attend seminars related to the field. This offers students first-hand learning opportunities about current trends and practical experiences in the discipline. 4. Field Visits: Visits to relevant institutions and companies can provide students with real-world experience and opportunities to interact with professionals. This helps connect theoretical knowledge with practical application. <p>These practices aim to enhance student engagement and contribute to the effective development of their knowledge and skills in the sociology and psychology of management.</p>
Academic Integrity	<p>Academic integrity involves ensuring the originality of one's work and properly acknowledging the ideas or findings of others by citing sources. Violations of Academic Integrity include:</p> <ol style="list-style-type: none"> 1. Plagiarism, 2. Cheating, 3. Submitting the same or part of a previously completed assignment or project in another course without proper citation, 4. Citing non-existent sources or fabricating a database, 5. Completing coursework or assignments on behalf of other students, 6. Engaging in dishonest behavior to gain unfair advantage (e.g., presenting a false medical report without being genuinely ill, providing false excuses to extend deadlines or gain benefits), 7. Taking an exam on behalf of another student or having someone else take an exam for oneself.
Ethical Conduct	<p>Students participating in the “Sociology and Psychology of Management” course are expected to act ethically, which contributes to their success and respect both in the educational process and in their future professional careers.</p> <p>They should adhere to principles of honesty and transparency in coursework and projects, attend classes on time and responsibly, and play an active role in group work to ensure effective teamwork. In addition, they should be sensitive to diversity and cultural awareness, strive to understand various cultures, and help create a learning environment enriched by diversity.</p> <p>For professional development, students should make efforts to communicate with industry professionals and build effective networks, while also improving their problem-solving and critical thinking skills. They should be aware of social media etiquette and professionalism, maintain a credible online image, and uphold online ethical standards.</p> <p>Openness to change, innovation, and career development is also essential. Students should stay informed about changes in the sector,</p>

	<p>remain open to innovations, and regularly utilize relevant resources for their career growth.</p> <p>These ethical behaviors aim to guide students toward being successful and ethical individuals in both academic and professional contexts.</p>
Primary Reading List	<ol style="list-style-type: none"> 1. Mahmudov M., Şabanov Z., Ələkbərov F. İdarəetmə nəzəriyyəsi. Dərslik. Bakı, “Elm və təhsil”, 2012, “Diplomat”, 344s. 2. Seyidov S. Menecmentin psixologiyası. Bakı, 2011, Zərdabi LTD, 184s. 3. Qəşəmoğlu Ə. Sosial idarə etmənin fəlsəfi, sosioloji problemləri. Bakı, “Səda”, 2008. 4. Qolenkova Z.T., Akuliç M.M., Kuznetsov V.N. Ümumi sosiologiya. Tərcümə edən : Prof. İzzət 5. Quliyev T.Ə. Menecmentin (idarəetmənin) əsasları. Bakı, 2006. 6. Rüstəmov. Bakı, “Diplomat”, 2007. - 494s. <p>Yahudov X.M. Menecmentin əsasları: dərs vəsaiti. Bakı, 2007.</p>
Supplementary Reading List	<ol style="list-style-type: none"> 1. Ağasəf İmran Menecment (dərslik). Bakı, “Nurlan”, 2007. - 268s. 2. Əmirov İ.B., Nəsiyeva Z.E. Menecment. Bakı, “Zərdabi nəşriyyatı-poliqrafiya” MMC, 2015. 3. Адамчук В.В., Ромашов О.В., Сорокина М.Е. Экономика и социология труда: Учебник для вузов. – М.: ЮНИТИ, 2000. 4. Добренъков В.И., Жабин А.П., Афонин Ю.А. Социология менеджмента. М., Академический Проект; Альма Матер, 2011. -278с. 5. Кравченко А.И., Тюрина И.О. Социология управления: фундаментальный курс. М., Академический Проект, 2006. -1136с. 6. Мескон М., Алберт М., Хедоури Ф. Основы менеджмента. М., 1995. 7. Ромашов О.В. Социология труда: Учеб. пособие. – М.: Гардарики, 1999. - 320 с. 8. Фролов С.С. Социология организаций. Учебник. - М.:Гардарики, 2001.- 384с. 9. Duane Schultz, Sydney Ellen Schultz. Psychology and Work Today. Pearson Education, 2016. 10. Keith Grint. The Sociology of Work: Introduction. Polity Press, 2005.
Online Resources	<ol style="list-style-type: none"> 1. http://web2.anl.az:81/read/page.php?bibid=vtls000590926
Grading: 100-Point System	<p>The final grade is calculated based on ongoing assessment — seminars and colloquiums (0–30 points), independent work (0–10 points), attendance (0–10 points), and interim assessment — final semester exam (0–50 points). If the course also includes practical and laboratory sessions, an additional (0–10 points) is allocated for evaluating these components.</p> <p>Final Grade = Ongoing Assessment + Interim Assessment</p>

Seminars and Colloquiums	Colloquiums are held three times per semester in accordance with the academic calendar. Each colloquium is graded on a 0–10 point scale. Participation in colloquiums is mandatory. A student who does not attend a colloquium receives 0 points for that session.	
Assignments	Font and Size: Arial, 12 pt Line Spacing: 1.5 Minimum Length: 3 pages Submission Deadline: No later than 2 weeks before the end of the semester	0-10
Individual works	<ol style="list-style-type: none"> 1. Sociology and psychology of management: essence and categories 2. Social and psychological aspects of management 3. Personality: Its Role and Behavior within the Organization 4. Motivation and behavior 5. Leadership and management 6. Psychological management of the organization 7. Psychological well-being and stress management 8. Organizational Communication 9. Organizational Culture 10. The integrative role of Management 	
Attendance	For each 10% of missed class hours during the semester, 1 point will be deducted from the student's total score. A student who misses more than 25% of the total course hours will not be allowed to take the final exam.	0-10
Examination	Written	0-50

Assessment of student knowledge based on the total accumulated semester points is conducted as follows:

Grading Scale:

Points	Letter-Grade Assessment	Performance Level
100 – 91	A	“excellent”
90 – 81	B	“very good”
80 – 71	C	“good”
70 – 61	D	“sufficient”
60 – 51	E	“satisfactory”
Less than 51 points	F	“unsatisfactory”

Course's thematic plan					
N	Date	Subject Topics	Lecture	Seminar	Textbook/Assignments
1		Fundamentals of the Sociology and Psychology of Management	2	2	Əmirov İ.B., Hacıyeva Z.E. Menecment. Bakı, "Zərdabi nəşriyyatı-poliqrafiya" MMC, 2015.
2		History of Research in the Sociology and Psychology of Management	2	2	Əmirov İ.B., Hacıyeva Z.E. Menecment. Bakı, "Zərdabi nəşriyyatı-poliqrafiya" MMC, 2015.
3		The Nature and Importance of the Human Factor in Management	2	2	Seyidov S. Menecmentin psixologiyası. Bakı, 2011, Zərdabi LTD, 184s.
4		Motivation Issues in Management	2	2	Seyidov S. Menecmentin psixologiyası. Bakı, 2011, Zərdabi LTD, 184s.
5		The Essence and Functions of Labor Stimulation	2	2	Seyidov S. Menecmentin psixologiyası. Bakı, 2011, Zərdabi LTD, 184s.
6		The Problem of Leadership in Organizational Management	2	2	Seyidov S. Menecmentin psixologiyası. Bakı, 2011, Zərdabi LTD, 184s.
7		Main Theories of leadership emergence	2	2	Seyidov S. Menecmentin psixologiyası. Bakı, 2011, Zərdabi LTD, 184s.
8		Interpersonal Relationships – A Key Factor for Success in Activity	2	2	Seyidov S. Menecmentin psixologiyası. Bakı, 2011, Zərdabi LTD, 184s.
9		The Concept and Essence of Social	2	2	Quliyev T.Ə. Menecmentin

		Self-Management			(idarəetmənin) əsasları. Bakı, 2006.
10		Information Support in the Management System	2	2	Quliyev T.Ə. Menecmentin (idarəetmənin) əsasları. Bakı, 2006.
11		Mechanism of Decision-Making in Management	2	2	Quliyev T.Ə. Menecmentin (idarəetmənin) əsasları. Bakı, 2006.
12		The Problem of Personnel Selection	2	2	Seyidov S. Menecmentin psixologiyası. Bakı, 2011, Zərdabi LTD, 184s.
13		Organizational Culture and Its Elements	2	2	1.Адамчук В.В., Ромашов О.В., Сорокина М.Е. Экономика и социология труда: Учебник для вузов. – М.: ЮНИТИ, 2000.
14		Organizational Conflicts	2	2	Quliyev T.Ə. Menecmentin (idarəetmənin) əsasları. Bakı, 2006.
15		Managing Emotional Intelligence	2	2	Duane Schultz, Sydney Ellen Schultz. Psychology and Work Today. Pearson Education, 2016.
		Total:	30	30	60

Lecturer: