Academic degree - Bachelor's
Specialty 073 Management
Academic programme «Management»
Year of study 3**, semester** 5
Form of study full-time, part-time
Кількість кредитів ЄКТС: 5

Lecturer of the discipline:	**Maryna Dielini,** Doctor of Economics, Professor, Professor of the Department of Production and Investment Management of NULES of Ukraine
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URL of the e-learning course on the NULES e-learning portal	https://elearn.nubip.edu.ua/enrol/index.php?id=2530

ACADEMIC DISCIPLINE DESCRIPTION

"Team Interaction Management" is a mandatory component of the Management program. The purpose of the discipline is to master the skills of forming effective teams as one of the promising models of corporate management that ensures effective organizational development, studying the essence and features of the formation of a management team, the integrated and constructive use of team effects, revealing and enriching students' capabilities in teamwork, explaining the causes and identifying the conditions for positive team synergy.

Competences of the discipline:

Integral competence (IC): the ability to solve complex specialized tasks and practical problems characterized by complexity and uncertainty in the field of management or in the learning process, which involves the application of theories and methods of social and behavioral sciences.

General competences (GC):

GC 1. Ability to exercise their rights and responsibilities as a member of society, to realize the values of civil (democratic) society and the need for its sustainable development, the rule of law, human and civil rights and freedoms in Ukraine.

GC 2. The ability to preserve and enhance moral, cultural, scientific values and increase the achievements of society based on an 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 technology, to use various types and forms of physical activity for active recreation and healthy lifestyle.

GC 3. Ability to abstract thinking, analysis, synthesis.

GC 4. Ability to apply knowledge in practical situations.

GC 5. Knowledge and understanding of the subject area and understanding of professional activities.

GC 8. Skills in the use of information and communication technologies.

GC 9. Ability to learn and master modern knowledge.

GC 11. Ability to adapt and act in a new situation.

GC 13. Appreciation and respect for diversity and multiculturalism.

GC 14. Ability to work in an international context.

GC 15. Ability to act on the basis of ethical considerations (motives).

Special (professional) competences (SC):

SC 1. Ability to identify and describe the characteristics of an organization.

SC 2. Ability to analyze the results of the organization's activities, compare them with the factors of influence of the external and internal environment.

SC 3. Ability to determine the prospects for the development of the organization.

SC 4. Ability to determine the functional areas of the organization and the links between them.

SC 5. Ability to manage the organization and its units through the implementation of management functions.

SC 6. Ability to act socially responsibly and consciously.

SC 7. Ability to choose and use modern management tools.

SC 8. Ability to plan the organization's activities and manage time.

SC 9. Ability to work in a team and establish interpersonal interaction in solving professional problems.

SC 11. Ability to create and organize effective communications in the management process.

SC 14. Understand the principles of psychology and use them in professional activities.

SC 15. Ability to form and demonstrate leadership qualities and behavioral skills.

Expected Learning Outcomes (ELO):

ELO 2. To preserve moral, cultural, scientific values and multiply the achievements of society, to use different types and forms of physical activity for a healthy lifestyle.

ELO 3. Demonstrate knowledge of theories, methods and functions of management, modern concepts of leadership

ELO 8. Apply management methods to ensure the effectiveness of the organization.

ELO 9. Demonstrate skills of interaction, leadership, teamwork.

ELO 10. Have the skills to justify effective tools for motivating the organization's staff.

ELO 11. Demonstrate skills in situation analysis and communication in various areas of the organization.

ELO 13. Communicate orally and in writing in the state and foreign languages.

ELO 14. Identify the causes of stress, adapt yourself and team members to a stressful situation, find ways to neutralize it.

ELO 15. Demonstrate the ability to act socially responsible and socially conscious on the basis of ethical considerations (motives), respect for diversity and interculturalism.

ELO 16. Demonstrate the skills of independent work, flexible thinking, openness to new knowledge, being critical and self-critical.

ELO 17. Perform research individually and/or in a group under the guidance of a leader.

ACADEMIC DISCIPLINE STRUCTURE

Topic	Hours (lecture/laboratory, practical, seminar)	Learning outcomes	Tasks	Assessment
Semester 6.				
Module 1. Organizational behavior and human resources				
Topic 1. Introduction and Course Overview	2/2	Understand the scope and objectives of the course. Identify key topics and concepts covered in the course. Understand the importance of HR management in the context of organizational success.	Submitting practical work	5

Topic 2. HR Management and Company Strategy	4/4	Analyze how HR practices contribute to achieving organizational goals. Identify the relationship between HR management and overall company performance. Apply strategic HR concepts to real-world business scenarios.	Submitting practical work	10
Topic 3. Global Organizational Behaviour	2/2	Understand the impact of cultural diversity on organizational behavior. Analyze cross-cultural communication and its implications in global organizations. Identify strategies for managing cultural differences in the workplace.	Completing independent work (including in eLearn)	5
Topic 4. Labor market, Recruiting, Interviewing and Selection	4/4	Understand the dynamics of the labor market and its impact on HR practices. Identify effective recruiting strategies to attract top talent.	Completing independent work (including in eLearn)	10
Topic 5. Human Resource Planning	4/4	Understand the importance of HR planning in forecasting future workforce needs. Analyze HR forecasting methods and techniques.	Completing independent work (including in eLearn)	10
Module 2. Engaging of human resources and organizational citizenship				
Topic 6. HR Motivation and Compensation	4/4	Understand theories of motivation and their application in the workplace. Identify strategies for designing and implementing effective compensation systems. Analyze the role of incentives and rewards in motivating employees.	Submitting practical work	10
Topic 7. Training and Development	4/4	Identify training needs and design effective training programs. Evaluate training effectiveness and measure the impact on employee performance. Develop strategies for career development and succession planning.	Completing independent work (including in eLearn)	5

Topic 8. Group and Team Effectiveness	2/2	Understand the dynamics of group and team behavior in the workplace. Identify factors that contribute to effective team performance.	Completing independent work (including in eLearn)	5
Topic 9. HR Performance Management	4/4	Understand the principles and practices of performance management. Identify strategies for providing constructive feedback and coaching. Apply performance management techniques to enhance individual and organizational performance.	Completing independent work (including in eLearn)	10
Total for 6 semester				**70**
Exam				**30**
Total for course				**100**

ASSESSMENT POLICY

Deadlines and exam retaking policy:	Works that are submitted late without valid reasons will be assessed with a lower grade. Module tests may be retaken with the permission of the lecturer if there are valid reasons (e.g. a sick leave).
Academic integrity policy:	Cheating during tests and exams is prohibited (including using mobile devices). Term papers and essays must have correct references to the literature used
Attendance policy:	Attendance is compulsory. For good reasons (e.g. illness, international internship), training can take place individually (online by the faculty dean's consent)

SCALE FOR ASSESSING STUDENTS 'KNOWLEDGE AND SKILLS

Student's rating, points	National grading of exams and credits	
	exams	**credits**
90-100	excellent	pass
74-89	good	
60-73	satisfactorily	
0-59	unsatisfactorily	fail

RECOMMENDED SOURCES OF INFORMATION

1.   Tannenbaum S., Beard R., Salas E. Team Building and its Influence on Team Effectiveness: an Examination of Conceptual and Empirical Developments. Issues, Theory, and Research in Industrial Organizational Psychology. Elsevier Science Publishers. 2019.

2. Андрушків Б.М., Ларіна Т.М., Слободяник О.В. Корпоративне управління: нові підходи та методи. Київ: Кондор. 2021. 310 с.

3. Василенко В.А., Герасимов В.М. Теорія і практика розробки управлінських рішень: сучасний погляд. Київ: ЦУЛ. 2022. 370 с.

4. Власова О.І., Никоненко Ю.В. Соціальна психологія організацій та управління: сучасні аспекти. Київ: ЦУЛ. 2023. 415 с.

5. Горностай П.П. Психологія малих груп: структура, динаміка, ідентичність. Київ: Педагогічна думка. 2021. 138 с.

6. Джей Рос. Створіть сильну команду. Київ: Баланс-Клуб. 2020. 195 с.

7. Дзвінчук Д.І., Діденко Н.Г., Любчук О.К. Психологія управління: сучасний підхід. Київ: ТОВ «СІК ГРУП Україна». 2021. 307 с.

8. Коломієць В.П., Шевченко А.М., Іванова Н.О. Управління командною взаємодією: теорія і практика. Київ: Либідь. 2023. 399 с.

9. Кудояр Л.М. Корпоративні конфлікти та методи їх подолання: методичні рекомендації. Суми: СумДУ. 2022. 34 с.

10. Моріс С.В., Уілкокс Г., Нейзел Е. Ролі лідера успішної команди. Київ: Баланс-Клуб. 2021. 186 с.

11. Москаленко В.В. Соціальна психологія: нові дослідження. Київ: ЦУЛ. 2020. 702 с.

12. Омельченко Л.М. Конфлікти в організаціях: методичні рекомендації для аграрної галузі. Київ: НУБіП. 2021. 74 с.

13. Омельченко Л.М. Психологія управління: методичні рекомендації. Київ: НУБіП України. 2022. 52 с.

14. Орбан-Лембрик Л.Е. Психологія управління: сучасні аспекти. Київ: Академвидав. 2020. 592 с.

15. Романовський О.Г., Шаполова В.В., Квасник О.В., Гура Т.В. Психологія тимбілдингу: навч. посіб. Харків: Друкарня Мадрид. 2020. 102 с.

16. Савельєва В.С. Психологія управління: сучасний погляд. Київ: ВД «Професіонал». 2021. 335 с.

17. Ходаківський Є.І., Богоявленська Ю.В., Грабар Т.П. Психологія управління: сучасні дослідження. Київ: Центр учбової літератури. 2022. 672 с.

18. Шаповалов В.І., Тесля Л.С., Кравченко С.А. Командна робота в організаціях: методичні рекомендації. Київ: Наукова думка. 2020. 245 с.