MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE
TERNOPIL VOLODYMYR HNATIUK NATIONAL PEDAGOGICAL UNIVERSITY

Approved by
the Academic Council of the University,
Protocol No. 4 dated 24.11.2020
implemented by order of the rector,
Order № 259 dated 24.11.2020.

With modifications and amendments,
approved by the Academic Council of the
University
Protocol No. 13 dated 29.06.2021
Implemented by order of the rector
No. 157-p dated 29.06.2021.

With modifications and amendments,
approved by the Academic Council of the
University
Protocol No. 13 dated 28.06.2022
Implemented by order of the rector
No. 157-p dated 28.06.2022.

Rector **Bogdan Buyak**

EDUCATIONAL AND PROFESSIONAL PROGRAM
"PSYCHOLOGY OF BUSINESS AND MANAGEMENT"
of the second (master's) level of higher education
in the specialty 053 PSYCHOLOGY
field of knowledge 05 Social and behavioral sciences
qualification: master of psychology, business and management
psychologist, lecturer of psychological disciplines

Ternopil 2022

LETTER OF APPROVAL
of the educational and professional program

FIELD OF KNOWLEDGE	05 Social and behavioral sciences
SPECIALTY	053 Psychology
SUBJECT SPECIALTY	
SECOND SPECIALTY (SUBJECT SPECIALTY)	
SPECIALIZATION	
LEVEL OF HIGHER EDUCATION	Second (master's) degree
DEGREE	Master's degree
EDUCATIONAL QUALIFICATION	Master of Psychology
PROFESSIONAL QUALIFICATION	Psychologist, Psychologist of business and management, lecturer of psychological disciplines

AGREED

Chairman of the Scientific and
Methodological Council
of Ternopil Volodymyr Hnatiuk National
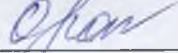Pedagogical University
_____ H. V. Tereshchuk
June 20, 2022.

DEVELOPED AND RECOMENDED
the working group of the EP "Psychology of
Business and Management"
of the Faculty of Pedagogics and Psychology
of Ternopil Volodymyr Hnatiuk National
Pedagogical University

Head of the working group
(guarantor of the educational program)
_____ M.O. Orap
June 20, 2022

FOREWORD

The Educational and Professional Program is a normative document that regulates the normative, competence, qualification, organizational, educational and methodological requirements for the preparation of masters in the field of knowledge 05 Social and Behavioral Sciences, specialty 053 Psychology.

The educational and professional program was developed by a working group of the Faculty of Pedagogics and Psychology of Ternopil Volodymyr Hnatiuk National Pedagogical University. The group members:

1. Maryna Orap - Doctor of Psychology, Head of the Department of Psychology, Professor - *Head of the Project Team, guarantor of the educational and professional program..*

2. Nataliia Saveliuk - Doctor of Psychology, Professor of the Department of Psychology, Associate Professor **-** *member of the project team, from the lecturers of the support group.*

3. **Valentyna Vovk** – PhD in Psychology, Lecturer at the Department of Psychology **-** *member of the project team, from the lecturers of the support group.*

4. Yaroslava Kalba - PhD in Psychology, Associate Professor of the Department of Psychology, Associate Professor **-** *internal stakeholder from the lecturers of the support group.*

5 Olha Kiz - PhD in Psychology, Associate Professor of the Department of Psychology, Associate Professor - *internal stakeholder from the lecturers of the support group.*

6. Kormylo Oksana Mykhailivna - PhD in Psychology, Associate Professor of the Department of Developmental Psychology and Counseling, Associate Professor - *internal stakeholder from the teaching staff of the support group.*

7. Oleksandr Meshko - PhD in Psychology, Associate Professor of the Department of Psychology, Associate Professor - *internal stakeholder from the lecturers of the support group.*

8. Taras Demkura - PhD in Economics, businessman, Vice President of the International Chamber of Commerce and the National Tourism Organization;

member of the World Coordination Council of Amway, owner of the Atrium shopping mall, founder of the project and environmental consulting group "Life in the ECO style", expert in the field of economics and business efficiency - *external stakeholder (employer).*

9. Khrystyna Bilinska - psychologist, graduate of the Faculty of Pedagogics and Psychology of Ternopil Volodymyr Hnatiuk National Pedagogical University, Head of the Department of Family, Youth Policy and Child Protection of Ternopil City Council - *external stakeholder (employer).*

10. Tetiana Chetvertak, Director of the municipal institution of the Ternopil Regional Council "Center for Analytical, Methodological and Logistical Support for the Development of Educational Institutions of the Region" - external stakeholder (employer).

Reviews - feedback from external reviewers:

1. **Gejiko Jevgenija Viktorivna**, Doctor of Psychology, Professor, Head of the Department of Psychology and Social Work Tsentralnoukrainskyi derzhavnyi universytet imeni Volodymyra Vynnychenka.

2. **Zhyhailo Nataliia Ihorivna**, Doctor of Psychology, Professor , Professor of the Department of the Theory and History of Political Science Lvivskoho natsionalnoho universytetu imeni Ivana Franka.

1. Profile of the educational and professional program "Psychology of Business and Management", Speciality 053 Psychology

Section 1. General information	
Full name of the higher education institution and structural unit	Ternopil Volodymyr Hnatiuk National Pedagogical University, Faculty of Pedagogics and Psychology, Department of Psychology
Degree of higher education, qualification	Second (master's) level of higher education, Master of Psychology, Business and Management Psychologist, Lecturer of Psychological Disciplines
Educational program name	Psychology of business and management
Type of diploma and scope of educational programme	Master's degree, single, 90 ECTS credits, period of study: 1 year and 4 months
Accreditation	-
Cycle/level	Ukraine NQF – level 7, FQ-EHEA - second cycle, EQF-LLL - level 7
Requirements	Bachelor's degree, specialist's degree, master's degree.
Restrictions on forms of education	No restrictions.
Educational qualification	Master of Psychology, business and management psychologist, lecturer of psychological disciplines
Qualification in the diploma	Degree of higher education - Master's degree Speciality - 053 Psychology Educational programme - Psychology of business and management
Forms of higher education	Institutional (full-time, part-time, dual)
Language(s) of the teaching	Ukrainian
Educational program validity	Until 01.07.2024
Permanent internet address of educational program description	http://tnpu.edu.ua/ https://tnpu.edu.ua/about/public_inform/akredytatsiia%20ta%20litsenzuvannia/osvitni_prohramy/magistr/fpp/opp_053_b.php

Section 2. Objective of the educational program	

To ensure that higher education students have proper knowledge of business and management psychology, develop competencies that contribute to the implementation of various areas of professional activity at a high level, as well as further education and research.

Section 3. Characteristics of the study program	
Subject area (field of study, speciality)	**Name of the field of study:** 05 Social and behavioural sciences **Name of the speciality:** 053 Psychology **Objects of study:** mental phenomena, patterns of their formation, functioning and development; psychological features of entrepreneurial and managerial activities. **Learning objectives:** training of highly qualified psychologists who are able to solve complex theoretical and practical problems of professional activity in the field of business and management psychology, which involves conducting research and implementing project tasks. **Theoretical content of the subject area:** concepts of mentality, activity, communication, personality; psychological peculiarities of personality's professional activity; psychological component of economic phenomena, business and management; behaviour and strategic interaction of business entities, etc. **Methods, techniques and technologies:** methods of theoretical and empirical research, valid, standardised psychodiagnostic techniques, methods of data analysis, technologies of psychological assistance. **Tools and equipment:** psychological instruments, computer equipment, network systems for information retrieval and processing; library resources and technologies, multimedia equipment; statistical processing and data visualisation programmes.
Academic rights of graduates	Opportunity to study under a programme of the third (educational and scientific) level of higher education. Obtaining of additional qualifications in the system of postgraduate education.
Educational program orientation	Educational-professional. The programme is aimed at training competitive experts-psychologists of economic and managerial profile, who have the methodology of scientific research, modern information

	technologies in the field of business and management, the ability to provide psychological support in the field of business and management, as well as self-education and professional self-improvement.
The main focus of educational-professional program and specialisation	Special education in psychology with a degree in Psychology. Keywords: psychology, business, management, psychological support.
Features of the educational-professional program	The educational programme is characterised by an optimal combination of academic disciplines of the cycle of professional and practical training, which allows training specialists with a thorough theoretical and practical background, capable of psychological support of professional activities in the field of business and management, as well as independent creation of a research programme on current psychological problems in the field of business and management. The programme is implemented in Ukrainian, but provides for in-depth study of one foreign language, which is designed to facilitate the integration of programme graduates into the international business environment.

Section 4. Suitability of graduates for employment and further education

Employability of graduates	**Professional types of work** According to DK **003:2010**: • 1229.7 - Head of a centre (for psychological support, social and labour rehabilitation of adults, provision of social services, etc.) • 1232 - Head of HR and social and labour relations departments. • 1238 - Head of projects and programmes. • 1475.3 - Manager of market research and public opinion research. • 1477 - Manager of the selection, provision and use of personnel. • 1483 - Manager in the social sphere. • 1496 - Manager of social and corporate responsibility. • 2310 – Lecturer of universities and higher education institutions. • 2359.2 - Other training professionals (Organiser of professional and personal development trainings, individual and group coach in the finance and personal

	growth sphere, team building specialist). • 2445 - Professional in the psychology sphere. • 2445.1 – Scientific researcher (psychology) • 2445.2 - Psychologist • 2447.1 – Scientific researcher (projects and programmes). • 2447.2 - Project and programme management professional. • 3423 - Employment and labour contract agent. According to **ISCO-08** • 231 University and higher education lecturers • 232 Vocational education teachers • 243 Sales, marketing and public relations professionals • 263 Social and religious professionals • 341 Legal, social and religious associate professionals Graduates can work in psychological centres and services, higher education institutions, human resources departments of business companies and enterprises, research centres for planning and strategic development.
Further education	The right to obtain the third (educational and scientific) level of higher education - the degree of Doctor of Philosophy.
Chapter 5. Teaching and assessment	
Teaching and studying	*Forms of study:* auditorium classes; independent and individual work; pedagogical practice; control measures, certification. *Main types of classes:* lecture, laboratory and practical classes, seminars, individual sessions, consultations. Classes are held in laboratories equipped with the necessary materials, technical means, and devices; during the class, the lecturer organises the consideration of theoretical provisions of the discipline and develops the skills and abilities of their practical application. *Main teaching methods:* verbal (explanation, conversation, discussion, brainstorming, express surveys, tests, etc.), visual (demonstration, observation, experiment), practical (trainings, cases, projects), interactive and informational-communicative methods, including blended, offline and online learning, based on various platforms, technical and software tools. *Main teaching methods:* report, discussion, essay, laboratory experiments, work in small groups, role-playing didactic games, microteaching, reflection of lecturer's and colleague's activities and self-reflection, self-study (analysis, synthesis,

	observation, measurement, comparison, abstraction, generalisation, modelling, etc.) Student-centred, problem-based, competence-based, innovative, informational, theoretical and practical training, which is conducted in the form of lectures, seminars, practical classes, including on the basis of specialised laboratories, independent work based on the study of educational and methodological, scientific professional literature and professional periodicals in Ukrainian and foreign languages, consultations with lecturers. During the final year of study, half of the time is spent on writing a qualifying thesis, which is presented and discussed in public.
Assessment	Assessment of master's academic achievements is carried out according to the ECTS system and the national rating scale. The main types of *internal control* are: a) planned current, modular and final; b) administrative (rectorial control and intermediate attestation). Current control covers the assessment of the results of the student's learning activities in individual classroom lessons and the performance of independent extracurricular activities, thematic control. Modular control is carried out after studying a logically complete part of the discipline (module) - it can be carried out in the form of computer testing, written tests, creative tasks, etc. The final control includes semester control and state certification. The following forms of semester control are used: "semester exam", "semester differentiated test", "semester test". At the stages of final and modular assessment, summative evaluation is used, in which the final or modular grade is formed as the sum of points for all types of current learning activities (laboratory work, problem solving, seminar activity, projects, individual learning activities, test lessons, educational activities, extracurricular activities during pedagogical practice, etc.) *Forms of assessment:* oral questioning, written essays, presentations, portfolios, cases, testing, tests, colloquia; presentation of scientific work; presentation of laboratory works and calculational reports; tests, exams; reports on the results of pedagogical and scientific-pedagogical practice and their presentation; self- and mutual assessment. Certification of higher education students is carried out in the form of presentation of qualification (master's) thesis and certification examination.

	The following scales are used for control and evaluation purposes: 100-point ECTS scale - 100 points correspond to 100% of the total semester grade in the discipline (grades for practice, etc.); 5-point national scale - for transferring grades from the 100-point ECTS scale in examination disciplines and disciplines, pedagogical practice, which end with a differentiated test; 2-level national scale - for transferring grades from the 100-point ECTS scale in credit disciplines.
Section 6. Programme competences	
Integral competence	The ability to solve complex tasks and problems in the process of study and professional career in the field of psychology and psychology of business and management in particular, which involves research and innovation and is characterised by complexity and uncertainty of conditions and requirements.
General competences (GC)	GC1. Ability to apply knowledge in practical situations in the field of psychology of business and management. GC2. Ability to conduct research at the appropriate level. GC3. Ability to generate new ideas (creativity). GC4. Ability to identify, pose and solve problems in professional activity of psychologist in the field of psychology of business and management. GC5. Value and respect diversity and multiculturalism. GC6. Ability to act on the basis of ethical grounds (motives). GC7. Ability to act in a socially responsible and conscious manner. GC8. Ability to develop and manage projects in the field of psychology of business and management. GC9. Ability to motivate people and move towards a common goal. GC10. Ability to communicate in a foreign language. GC11. Ability to work in changing conditions. GC12. Ability to work in a team, make informed decisions. GC13. Ability to personal and professional self-development, self-improvement and learning. GC14. Ability to analyse and implement the results of scientific, theoretical and practical research into practice.
Special (professional) competences (SC)	SC1. Ability to carry out theoretical, methodological and empirical analysis of current problems of psychological science and practice. SC2: Ability to independently plan, organise and conduct psychological research with elements of scientific novelty and /

or practical significance in the field of psychology of business and management.

SC3. Ability to select and apply valid and reliable methods of scientific research and evidence-based methods and techniques of practice.

SC4. Ability to carry out practical activities (training, counselling, psychodiagnostic) using scientifically verified methods and techniques.

SC5. Ability to organise and implement educational and training activities for various categories of the population in the field of psychology of business and management.

SC6. Ability to interact effectively with colleagues in mono- and multidisciplinary teams.

SC7. Ability to make professional decisions in difficult and unpredictable conditions, to adapt to new situations of professional activity.

SC8. Ability to assess the completeness and limits of their own professional competence and improve their professional qualifications.

SC9. Ability to meet the standards of the psychologist's professional ethics in psychologist's professional activity and be guided by universal values.

GC10. Ability to develop and implement innovative methods of psychological assistance to clients in difficult life situations.

SC11. Ability to identify psychological factors that affect the implementation of business and entrepreneurial activities, psychological mechanisms of management, create psychological programmes to optimise management and business activities.

SC12. Ability to analyse the structural and functional features of marketing and advertising activities, provide expert assessment and determine the psychological effectiveness of marketing strategy and advertising campaigns of organisations.

SC13. The ability to effectively acquire, apply and develop management skills and abilities, ability to create psychological programmes for the formation and development of managerial skills and abilities.

SC14. Ability to recruit, psychologically train and adapt employees, create conditions for staff motivation and development, provide psychological support for professional activities of staff, form and maintain a psychological microclimate in the team.

SC15. Ability to negotiate, resolve conflicts, use psychological techniques of purposeful influence on the consciousness and

	behaviour of people in the process of professional interaction in organisations. SC 16. Ability to interact with modern information and communication technologies in the field of psychology, business and management.

Section 7. Program learning outcomes

PLO1. To search, process and analyse professionally important knowledge in the field of psychology of business and management from various sources using modern information and communication technologies.

PLO2: Be able to organise and conduct psychological research using valid and reliable psychological methods.

PLO3. Summarise empirical data and formulate theoretical conclusions.

PLO4. Make a psychological forecast of the development of individuals, groups, organisations in the field of business.

PLO5. To develop programmes of psychological interventions (training, psychotherapy, counselling, coach programs etc.), to conduct them in individual and group work, to evaluate the quality.

PLO6. Develop educational materials and educational programmes, implement them, receive feedback, and evaluate their quality.

PLO7. Present research results in written and oral forms in an accessible and reasoned manner, participate in professional discussions in the field of psychology of business and management.

PLO8. Assess the degree of complexity of the tasks of activity and make decisions about seeking help or advanced training in the field of psychology of business and management.

PLO9. Solve ethical dilemmas based on the law, ethical principles of professional psychological activity and universal values.

PLO10. Carry out an analytical search for scientific information relevant to the formulated problem and evaluate it according to the criteria of adequacy.

PLO11. To adapt and modify existing scientific approaches and methods to specific situations of psychological assistance and psychological support of entrepreneurial and managerial activities.

PLO12. To analyse psychological factors of efficiency and create programmes of psychological support for business and management activities.

PLO13. To interpret the results and substantiate the conclusions in conducting empirical research to solve professional problems in the field of business and management psychology, to implement the results of scientific research in the practical activities of a psychologist in the field of business and management.

PLO 14. Organise work with staff, master the technologies of designing and modelling a professional career, stimulating and organising personal and professional development, creating programmes for improving and preserving professional resources in the field of business.

PLO 15. To analyse the state of development, psychological features of the

structure and management of organisations, solve various types of complex management problems, develop psychologically sound programmes for the development and improvement of management skills and abilities.

PLO 16. Adapt professional activities in the field of business and management in changing socio-cultural and technological conditions.

PLO 17. To prevent professional deformations, manifestations of mobbing, emotional burnout in specialists, to carry out appropriate psychological prevention and correction.

Section 8. Resource support for the program implementation	
Staff assistance	Academic staff providing the educational and professional programme are full-time employees of the university, have academic degrees and academic titles and meet the staffing requirements of the licensing conditions for the conduct of educational activities at the second (master's) level of higher education (Resolution of the Cabinet of Ministers of Ukraine No. 1187 of 30 December 2015 (as amended by Resolution of the Cabinet of Ministers of Ukraine No. 365 of 24 March 2021) "Licensing conditions for the conduct of educational activities"). All lecturers of the educational programme have active profiles in professional scientific networks ORCID, ResearcherID, Google Scholar. The guarantor of the educational programme is Doctor of Psychology, Professor of the Department of Psychology of Ternopil Volodymyr Hnatiuk National Pedagogical University. The programme involves academic staff with academic degrees and academic titles, as well as highly qualified specialists.
Materials and equipment	The Department of Psychology at Ternopil Volodymyr Hnatiuk National Pedagogical University has created conditions for ensuring a quality educational process. There are lecture halls, a specialised classroom with multimedia equipment, computer labs, wireless Internet access points, and thematic classrooms.
Informational support and teaching-learning materials	*Information support. The official website of TNPU* http://tnpu.edu.ua/ has an information portal in the section "Education", which presents information from the Faculty of Pedagogics and Psychology on the content and regulatory and methodological support of the EPP; schedule of classes and final certification, schedule of the educational process, module and final controls, individual classes, liquidation of academic debt of higher education students; catalogues of

	optional disciplines, etc.
	The Library section provides access to all the services of the TNPU Scientific Library, including the electronic catalogue, repository, scientific publications of TNPU, professional publications of Ukraine, international scientific and metric databases Scopus and Web of Science, etc.
	There are wireless Internet access points in the educational buildings of TNPU.
	Educational and methodological support: educational and methodological complex of all academic disciplines (work programme and syllabus of the discipline; educational content (lectures, topics and content of laboratory (practical) works; cases for independent work, current and final control; topics of individual tasks, qualification works; provision of educational information sources); programmes of pedagogical and scientific and pedagogical practices.
	To ensure equal access of all participants of the educational process, regardless of their place of residence and form of study, to quality teaching and methodological materials, electronic teaching-methodological complexes of academic disciplines (ETMCAD) were created, the main component of which is an electronic educational resource (EER). The EER contains electronic educational, scientific, informational, reference materials placed on the university's local network or the Internet; information communication tools for interactive interaction of the subjects of the educational process throughout the entire period of studying the discipline. Storage, distribution, and access to the ETMCAD is carried out at TNPU using the Moodle learning resource management system
Section 9. Academic mobility	
National credit mobility	Opportunity within the framework of academic exchange between TNPU and higher education institutions of Ukraine (according to the agreements concluded with partner universities) to study, internship, practice at the university that hosts higher education applicants, with subsequent recognition of academic results of educational and/or educational and research activities at the university using the European Credit Transfer and Accumulation System ECTS.
	As part of the academic exchange between TNPU and the Vasyl Stefanyk Precarpathian National University, higher education students have the opportunity to participate in the

	Open Online Lecture Series project on the Cisco Webex Meeting platform.
International credit mobility	According to TNPU agreements on international credit mobility, in particular ERASMUS+: University of Marmara (20.11.2019 - 19.11.2024); Shenyang Normal University (29.11.2018 - 28.11.2023), Humanitas University (Sosnowiec) (27.11.2018 - unlimited); Vienna University of Education (27.11.2017 - 27.11.2020), Kuyavian-Pomeranian University of Education (Bydgoszcz) (27.10.2014 - unlimited); University of Linguistics in Czestochowa (27.10.2014 - unlimited); Victor Frankel University of Education in Carinthia (06.02.2009 - 01.07.2020). http://tnpu.edu.ua/about/pidrozdily/partners.php
Foreign students training	Language of studuing - English

2. List of components of the educational and professional program and their logical sequence

2.1. List of components of the educational and professional program

Code N/A	Components of the educational and professional programme (academic disciplines, course projects, internships, qualification work)	Number of credits	Form of final control
1	2	3	4
Mandatory components of the EPP			
1.1. General training			
MC 1	Foreign language (Ukrainian) for professional purposes	4	Exam
MC 2	Psychology and pedagogics of higher education	3	Exam
MC 3	Digital technologies in education and science: training course	3	Credit
1.2. Professional training			
MC 4	Methodology of scientific and psychological research	4	Exam
MC 5	Psychology of business and management	4	Exam
MC 6	Psychodiagnostics in business and management	3	Exam
MC 7	Theory and practice of counselling in business and management	4	Exam
MC 8	Psychology of marketing and advertising	4	Exam
MC 9	Behavioural and experimental economics	3	Exam
MC 10	Psychology of human resources and recruitment	4	Exam
1.3. Practical training			
MC 11	Theoretical research project	6	Credit
MC 12	Psychological counselling practice	6	Credit
MC 13	Scientific research practice	9	Credit
1.4. Attestation			
MC 14	Preparation and public presentation of the master's thesis	5	Exam
MC 15	Certification examination	1	Exam
Total number of compulsory components: 63 credits (70%)			
EPP OPTIONAL COMPONENTS * (see note below)			
2.1. General training (one to choose from) *from the university catalogue of optional disciplines in the humanities and (1-2 disciplines from the catalogue of optional disciplines of TNPU of other levels of higher education or educational programmes / other HEIs under external or internal academic mobility programmes)*			
OCG 1	OCG 1.1. Fundamental and applied sociology	4	Credit
	OCG 1.2. Management of organizations		Credit
	OCG 1.3. Psychology of the masses		Credit

	OCG 1.4.	Philosophy of science		Credit
	OCG 1.5.	Organization of one's own business		Credit
OCG 2	OCG 2.1.	Axiological Psychology in Higher Education	3	Credit
	OCG 2.2.	Analysis of financial and economic activity		Credit
	OCG 2.3.	Actual problems of economic history of Ukraine and the world		Credit
	OCG 2.4.	Postmodern person		Credit
	OCG 2.5.	Multiculturalism of the modern world		Credit
Total scope of selective components of general training			**7**	

2.2. Professional training

Disciplines from the catalogue of optional disciplines of the EP or the catalogue of optional disciplines of TNPU of other levels of higher education or educational programmes / other HEIs under external or internal academic mobility programmes)

OCP 1	OCP 1.1.	Intercultural communication in business and management	4	Credit
	OCP 1.2.	Stress management in professional activity		Credit
	OCP 1.3.	Organisational culture and personal behaviour		Credit
	OCP 1.4.	Psychology of social intelligence		Credit
OCP 2	OCP 2.1.	Social mediation and facilitation	4+4	Credit
	OCP 2.2.	Team and individual coaching in business		Credit
	OCP 2.3.	Training workshop "Development of competitiveness of a specialist"		Credit
	OCP 2.4.	Social diagnostics, prevention and expertise in organisations		Credit
	OCP 2.5.	Self-management		Credit
	OCP 2.6.	Image management		Credit
OCP 3	OCP 3.1.	Social psychology of organisations and management	4+4	Credit
	OCP 3.2.	Psychology of communication in business and management		Credit
	OCP 3.3.	Methodology and practice of business training		Credit
	OCP 3.4.	Psychological support in crisis situations		Credit
	OCP 3.5.	Gender-sensitive corporate policy		Credit
	OCP 3.6.	Psychology of economic deprivation		Credit
Total scope of optional components of professional training			**20**	
Total scope of optional components: 27 credits (30%)				
Total scope of the educational and professional programme: 90 credits				

Optional components of the EP*.
According to the Law of Ukraine "On Higher Education", students have the right to "choose academic disciplines within the limits provided by the educational programme in the amount of not less than 25% of the total

number of ECTS credits. At the same time, students have the right to choose academic disciplines offered for other levels of higher education, in agreement with the head of the relevant faculty or department."

Higher education institutions independently determine the mechanisms for exercising the right of students to choose academic disciplines.

It is recommended to use both block forms of choice and completely free choice of disciplines by students.

Structural and logical scheme of the educational and professional program.

I semester	II semester	III semester
Mandatory components of the EPP		
General training		
Foreign language (Ukrainian) for professional purposes (2 credits.)	Foreign language for professional purposes (2 cr., exam)	
Psychology and pedagogics of higher education (3 cr., exam)	Digital technologies in education and science: training course (3 cr., credit)	
Professional training		
Methodology of scientific and psychological research (4 cr., exam)	Theory and practice of counselling in business and management (4 cr., exam)	Behavioural and experimental economics (3 cr., exam)
Psychology of business and management (4 cr., exam)	Psychology of marketing and advertising (4 cr., exam)	Psychology of human resources and recruitment (3 cr., exam)
Psychodiagnostics in business and management (3 cr., exam)		
Practical training		
Theoretical research project (6 cr., credit)	Psychological counselling practice (6 cr., credit)	Scientific research practice (9 cr., credit)
Attestation		
		Preparation and public presentation of the master's thesis (5 cr., credit)
		Certification examination (1 cr., credit)
22	19	22
Total for compulsory components - 63		
Optional Components of EPP		
General training		
Optional discipline (OCG 1) (4 cr., credit)	Optional discipline (OCG 2) (3 cr., credit)	
Professional training		
Optional discipline (OCP 1), (4 cr., credit)	Optional discipline (OCP 2), (4 cr., credit)	Optional discipline (OCP 3), (4 cr., credit)
	Optional discipline (OCP 2), (4 cr., credit)	Optional discipline (OCP 3), (4 cr., credit)
8	11	8
Total for optional components - 27		
30	30	30

3. Form of certification of higher education students

Form of certification of higher education students	The certification of graduates of the educational programme 053 Psychology is carried out in the form of a public presentation of the master's thesis and a comprehensive qualification examination and ends with the issuance of a standard document on the award of a master's degree with the award of qualifications: Master of Psychology, Business and Management Psychologist, Lecturer of Psychological Disciplines. The certification examination in the educational and professional programme "Psychology of Business and Management" in the specialty 053 Psychology is aimed at verifying the achievement of learning outcomes by higher education students defined by the Standard of Higher Education in the specialty 053 Psychology and the educational and professional programme "Psychology of Business and Management". The certification exam is taken by students according to complex tasks developed by the Department of Psychology. The comprehensive tasks consist of a theoretical part and a practical part. The theoretical part tests the knowledge of the basic theoretical provisions, laws, and properties studied by students in the disciplines of the compulsory and optional part of the professional training cycles. The practical part requires the student to use theoretical knowledge to solve typical practical problems in business and management psychology. The certification is open and public.
Requirements for the qualification paper	The qualification paper involves solving a complex specialised task or practical problem in the field of science education and science; it is aimed at applying certain theories and methods of natural and pedagogical sciences; it is characterised by complexity and uncertainty of conditions. It meets the requirements of originality, uniqueness and uniqueness of the provisions put forward with a clear justification of the methodology of scientific research. The qualification paper does not contain academic

	plagiarism, falsification and fabrication and must be checked for plagiarism on the educational platform of TNPU Moodle. The qualification paper is published on the official website of TNPU or in the TNPU repository.
Requirements for public presentation	The master's thesis is presented in public at a meeting of the examination committee. A prerequisite for admission to the master's thesis presentation is its preliminary presentation at an interdepartmental scientific and methodological seminar, testing of research results and main conclusions at scientific conferences, methodological seminars, etc. It is advisable to publish abstracts, articles in the student and master's bulletins of TNPU, in domestic and foreign professional scientific journals.
Internal quality support of higher education	
The system of internal quality support of higher education	There is an internal quality assurance system that implies the implementation of the following procedures and measures: ~ determination of principles and procedures for quality assurance of higher education; ~ monitoring and periodic review of educational programmes; ~ ensuring the availability of the necessary resources for the organisation of the educational process, including the independent work of applicants; ~ ensuring the availability of information systems for effective management of the educational process; ~ ensuring the publicity of information about educational programmes, degrees of higher education and qualifications; ~ ensuring the observance of academic integrity by employees of higher education institutions and higher education students, including the creation and maintenance of an effective system for the prevention and detection of academic plagiarism. The system of ensuring the quality of educational activities and the quality of higher education at the request of the HEI is evaluated by the National Agency for Quality Assurance in Higher Education or its accredited independent institutions for evaluation and quality assurance of higher education

	for its compliance with the requirements for the quality assurance system of higher education approved by the National Agency for Quality Assurance in Higher Education and international standards and recommendations for quality assurance in higher education. Regulated by the Provisions on the Internal Quality Assurance System at Ternopil Volodymyr Hnatiuk National Pedagogical University, approved by the Academic Council of the University, Minutes No. 7 of 23.02.2016, as modificated and amended by the Academic Council of the University, Minutes No. 12 of 25.05.2021, implemented by the rector's Order No. 128-p of 25.05.2021.
Principles and procedures for maintaining the quality of education	The principles and procedures for ensuring the quality of higher education at TNPU are presented in the following regulatory documents: • Provisions on Organisation of Educational Process at Ternopil Volodymyr Hnatiuk National Pedagogical University: http://tnpu.edu.ua/about/public_inform/upload/2019/Polozhennia_pro_orhanizatsiiu_osvitnoho_protsesu.pdf. • Provisions on the organisation and conduct of student internships: http://tnpu.edu.ua/about/public_inform/upload/2017/Polozhennia_pro_orhanizatsiiu_ta_provedennia_praktyk_studentiv.pdf • Provisions on academic mobility of higher education students and academic staff. Provisions on the implementation of the right to academic mobility: http://tnpu.edu.ua/about/public_inform/upload/2017/Polozhennia_pro_poriadok_realizatsii_prava_na_akademichnu_mobilnist.pdf • Provisions on the system of internal quality assurance of education http://tnpu.edu.ua/about/public_inform/upload/2019/Polozhennia_pro_systemu_vnutrishnoho_zabezpechennia%20yakosti.pdf • Provisions on the Centre for Quality Assurance in Education: http://tnpu.edu.ua/about/public_inform/upload/Vchena_rada%2018-19/Положення%20про%20центр%20забезпечен

	ня%20якості%20освіти.pdf
Monitoring and periodic review of educational programmes	The mechanism for the creation and periodic review of EPs is laid down in the "Provisions on the development and maintenance of educational programmes": https://tnpu.edu.ua/about/public_inform/upload/2021 /Polozhennia_pro_rozroblennia_i_suprovodzhennia_ osvitnikh_prohram_u_TNPU.pdf The EP support group monitors the labour market, organisationally supports the process of training higher education students throughout the entire period of study, analyses its relevance, compliance with current regulations, recommendations of the Ministry of Education and Science of Ukraine, requirements of employers and the student community, and, if necessary, develops changes to curricula and other documentation. Proposals for improving the EP are provided by the Programme Council as an advisory body of the EP guarantor, established by the Commission for Internal Quality Assurance of Education of the Faculty of Arts. Provisions on the Internal Quality Assurance System at Ternopil Volodymyr Hnatiuk National Pedagogical University, approved by the Academic Council of the University, (as amended), approved by the Academic Council of the University, Minutes No.12 of 25.05.2021.
Annual assessment of higher education students, scientific and pedagogical staff of higher education institutions and regular publication of the results of such assessments on the official website, on information stands and in any other way	A mechanism for assessing the achievements of applicants for scholarships has been introduced; evaluation of academic staff based on ratings of research, methodological and organisational work and rating of lecturers based on the results of a questionnaire of applicants. It is laid down in the following regulatory documents of TNPU: - Provisions on Rating Assessment of Higher Education Applicants at Ternopil Volodymyr Hnatiuk National Pedagogical University: http://tnpu.edu.ua/about/public_inform/upload/ 2017/Polozhennia_pro_reitynhove_otsiniuvann ia_ zdobuvachiv_vyshchoi_osvity.pdf; - Procedure for forming a rating of persons studying at the expense of the state (local) budget: http://tnpu.edu.ua/about/public_inform/upload/

	2017/Polozhennja_pro_form_reytyngu_derzhbj ud zhet.pdf; • Rules for Awarding Scholarships at Ternopil Volodymyr Hnatiuk National Pedagogical University http://tnpu.edu.ua/about/public_inform/upload/ 2 018/Pravyla_pryznachennja_stypendij_.pdf ; • Regulations on the rating assessment of the professional activity of research and teaching staff: http://tnpu.edu.ua/about/public_inform/upload/ 2019/Polozhennia_pro_reitynhove_otsiniuvann ia_profesiinoi_diialnosti_naukovo_pedahohich nykh _pratsivnykiv.pdf; The results of the evaluation and rating are published on the website of TNPU: http://tnpu.edu.ua/about/pidrozdily/monitoring/Re zultaty_monitorynhovykh_doslidzhen_za_2018 - 2019_rr..pdf
Professional development of academic, pedagogical and research staff	It is regulated by the Provisions on advanced training (internships) of pedagogical and scientific-pedagogical staff, approved by the Academic Council of the University, Minutes No. 1 of 30 August 2019, put into effect by the Rector's Order No. 180-p of 02 September 2019. Work is in progress to strengthen the practical component of advanced training of teaching staff in the system of postgraduate and non-formal education, in particular, through internships at enterprises, institutions, organisations within Ukraine and abroad, participation in international projects, grant programmes, training in certification programmes. TNPU has developed and is implementing a professional development programme for lecturers: http://tnpu.edu.ua/about/public_inform/upload/20 19/Programa_profesijnoho_rozvytku_vykladachi v.pdf
Availability of necessary resources for organising the educational process	The applicants of the programme are provided with the necessary resources (facilities, teaching and methodological and information resources, distance learning platform Moodle). Measures are being taken to improve the organisation of independent work of learners of various forms of education, including through constant monitoring, updating of discipline

	courses, and the Moodle distance learning platform. TNPU has in place:
	• Provisions on the organisation of students' independent work:http://tnpu.edu.ua/about/public_inform/upload/2017/Polozhennia_pro_samostiinu_robotu_studentiv__pdf;
	• Provisions on Distance Learning at Ternopil Volodymyr Hnatiuk National Pedagogical University:http://tnpu.edu.ua/about/public_inform/upload/2018/Polozhennia_pro_dystantsiine_navchannia.pdf
	• Provisions on the electronic educational and methodological complex of the discipline http://tnpu.edu.ua/about/public_inform/upload/2019/Polozhennia_pro_elektronnyi_navchalno_metodychnyi_kompleks_navchalnoi_dystsypliny.pdf
Assuring the observance of academic integrity by employees of higher education institutions and higher education students, including the creation and functioning of an effective system for the prevention and detection of academic plagiarism in the scientific works of employees of higher education institutions and higher education students	TNPU has in place:
	• Provisions on the Prevention and Detection of Plagiarism and Other Academic Dishonesty in the Educational and Research Work of Higher Education Students: http://tnpu.edu.ua/naukovarobota/public%20information/Plag%20zdobyv.pdf;
	• Provisions on the Prevention and Detection of Plagiarism and Other Types of Academic Dishonesty in the Educational, Methodological and Research Work of Employees: http://tnpu.edu.ua/naukovarobota/public%20information/Plagiat%20praciv n.pdf.
	TNPU has a Permanent Commission on Ethics and Academic Integrity to prevent plagiarism in educational activity: http://tnpu.edu.ua/about/public_inform/upload/V chena_rada%2018-19/Комісія%20з%20академічної%20доброчесності.jpg
	All students majoring in 053 Psychology and academic staff who ensure the implementation of the programme sign a declaration of academic integrity. Qualification works of higher education students are checked for plagiarism in the MOODLE system.
Other procedures and measures	TNPU has in place:
	• Institutional model of the system of internal educational quality assurance:

	http://tnpu.edu.ua/about/pidrozdily/monitoring/I nstytutsiina_model_systemy_vnutrishnoho_zabe zpechennia_jakosti_TNPU.pdf ; • Programme of measures to maintain the quality of education: http://tnpu.edu.ua/about/public_inform/upload/2 019/Programa_zakhodiv_iz_zabezpechennia_ya kosti_osvity.pdf

4. Matrix of correspondence of programme competences to the mandatory components of the EPP

4.1. Matrix of correspondence of general programme competences (GC) to the components of the EPP

	IC	GC 1	GC 2	GC 3	GC 4	GC 5	GC 6	GC 7	GC 8	GC 9	GC 10	GC 11	GC 12	GC 13	GC 14
MC1	+	+				+			+		+			+	
MC2	+	+	+	+		+	+	+		+		+			+
MC3	+	+	+	+					+		+	+			+
MC4	+	+	+	+		+	+	+	+			+			+
MC5	+	+	+	+	+			+	+	+		+	+	+	+
MC6	+	+	+	+	+		+		+	+	+				+
MC7	+	+	+	+	+	+	+	+		+		+	+	+	+
MC8	+	+		+	+	+	+	+	+	+		+	+		+
MC 9	+	+	+		+			+	+			+	+	+	+
MC10	+	+		+	+	+	+	+	+	+		+	+		+
MC11	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
MC12	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
MC13	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
MC14	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
MC15	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+

4.2. Matrix of correspondence of special programme competences (SC) to the compulsory components of the EPP

	SC 1	SC 2	SC 3	SC 4	SC 5	SC 6	SC 7	SC 8	SC 9	SC 10	SC 11	SC 12	SC 13	SC 14	SC 15	SC 16
MC 1	+					+		+								+
MC 2	+	+	+		+	+	+	+	+							
MC 3			+					+		+						+
MC 4	+	+	+				+	+	+		+	+	+			+
MC 5	+	+	+	+	+	+		+	+	+	+		+	+	+	+
MC 6	+	+	+					+	+	+	+	+	+	+	+	+
MC 7			+	+	+	+	+	+	+	+	+		+		+	
MC 8	+	+	+		+		+				+	+				
MC 9	+	+	+		+						+	+	+	+	+	+
MC 10	+	+		+	+	+	+	+			+		+	+	+	+
MC 11	+				+	+		+			+	+	+	+		+
MC 12	+		+	+	+	+	+	+	+	+	+	+	+	+	+	+
MC 13	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
MC 14	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
MC 15	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+

5. Matrix of ensuring the programme learning outcomes (PLOs) with the relevant components of the EPP

	PLO1	PLO2	PLO3	PLO4	PLO5	PLO6	PLO7	PLO8	PLO9	PLO10	PLO11	PLO12	PLO13	PLO14	PLO15	PLO16	PLO17
MC1						+					+					+	
MC2	+		+	+		+	+		+	+		+				+	+
MC3	+		+				+	+			+					+	
MC4	+	+	+	+	+	+	+		+	+	+	+	+		+	+	+
MC5	+			+	+	+	+	+	+	+	+	+	+	+	+	+	
MC6	+	+	+		+	+	+	+			+		+			+	
MC7	+			+	+	+			+		+	+		+	+	+	+
MC8				+		+	+			+	+	+	+			+	
MC9	+	+		+		+	+	+		+		+	+			+	+
MC10	+			+	+	+	+	+	+					+	+	+	+
MC11	+		+	+		+	+	+	+	+					+	+	
MC12	+		+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
MC13	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	
MC14	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
MC15	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+

6. List of regulatory documents on which the educational programme is based

1. Закон України «Про вищу освіту» [Електронний ресурс]. URL: http://zakon5.rada.gov.ua/laws/show/1556-18

2. Національна рамка кваліфікацій, затверджена постановою Кабінету міністрів України від 23.11.2011 No 1341 (зі змінами) [Електронний ресурс].URL: http://zakon0.rada.gov.ua/laws/show/1341-2011-п

3. Ліцензійні умови провадження освітньої діяльності, затверджені постановою Кабінету Міністрів України від 30 грудня 2015 р. No 1187 (в редакції постанови Кабінету Міністрів України від 24 березня 2021 р. No 365) [Електронний ресурс].URL: https://zakon.rada.gov.ua/laws/show/365-2021-%D0%BF#Text

4. Класифікатор професій ДК 003:2010 [Електронний ресурс]: Національний класифікатор України: наказ Держспоживстандарту України від 28.07.2010 No327 / Державний комітет України з питань технічного регулювання та споживчої політики. URL: https://hrliga.com/docs/327_KP.htm

5. Довідник користувача ЄКТС [Електронний ресурс]. 2015. URL:http://erasmusplus.org.ua/en/news/1162-ects-user-guide-2015-in-english-and-ukrainian-languages-are-available-in-e-format.html

6. Стандарти і рекомендації щодо забезпечення якості в Європейському просторі вищої освіти (ESG). – К.: ТОВ "ЦС", 2015. – 32 с.
URL: https://www.britishcouncil.org.ua/sites/default/files/standards-and-guidelines_for_qa_in_the_ehea_2015.pdf

7. Методичні рекомендації щодо розроблення стандартів вищої освіти, затверджені наказом Міністерства освіти і науки України від 01.06.2017 No600 (у редакції наказу Міністерства освіти і науки України від 30.04.2020 No584). URL: https://mon.gov.ua/ua/npa/pro-unesennya-zmin-do-

metodichnih-rekomendacij-shodo-rozroblennya-standartiv-vishoyi-osviti-1

8. Розроблення освітніх програм: методичні рекомендації / авт.: В.М. Захарченко, В.І. Луговий, Ю.М. Рашкевич, Ж.В. Таланова ; за ред. В.Г. Кременя. Київ: НВЦ «Пріоритети», 2014. 120 с. URL:

http://ibhb.chnu.edu.ua/uploads/files/metodrada/Rozroblennya_osv_program.pdf

9. Положення про акредитацію освітніх програм, за якими здійснюється підготовка здобувачів вищої освіти (наказ Міністерства освіти і науки України від 11.07.2019 No977 URL: https://zakon.rada.gov.ua/laws/show/z0880-19#Text

10. Рекомендації щодо застосування критеріїв оцінювання якості освітньої програми / Затверджено Національним агентством із забезпечення якості вищої освіти 17 листопада 2020 року: / ТОВ «Український освітянський видавничий центр «Оріон»». Київ, 2020. 66 с.

11. Рекомендації для експертів Національного агентства стосовно акредитації освітніх програм третього рівня вищої освіти (додаток до «Методичних рекомендацій для експертів Національного агентства щодо застосування Критеріїв оцінювання якості освітньої програми»). URL: https://naqa.gov.ua/wp- content/uploads/

12. Керівникам вищих навчальних закладів : лист МОН України від 28.04.2017 No1/9-239. URL: https://pstu.edu/wp- content/uploads/2019/01/

1. Law of Ukraine "On Higher Education" [Electronic resource]. URL: http://zakon5.rada.gov.ua/laws/show/1556-18.

2. National Qualifications Framework, approved by the Resolution of the Cabinet of Ministers of Ukraine of 23.11.2011 No. 1341 (as amended) [Electronic resource].URL: http://zakon0.rada.gov.ua/laws/show/1341-2011-п

3. Licensing conditions for the implementation of educational activities, approved by the Resolution of the Cabinet of Ministers of Ukraine of 30 December 2015 No. 1187 (as amended by the Resolution of the Cabinet of Ministers of Ukraine of 24 March 2021 No. 365) [Electronic resource].URL: https://zakon.rada.gov.ua/laws/show/365-2021-%D0%BF#Text.

4. Classifier of professions DK 003: 2010 [Electronic resource]: National Classifier of Ukraine: Order of the State Committee of Ukraine for Technical Regulation and Consumer Policy of 28.07.2010 No 327 / State Committee of Ukraine for Technical Regulation and Consumer Policy. URL: https://hrliga.com/docs/327_KP.htm.

5. ECTS User's Guide [Electronic resource]. 2015. URL: http://erasmusplus.org.ua/en/news/1162-ects-user-guide-2015-in-english-and-ukrainian-languages-are-available-in-e-format.html

6. Standards and guidelines for quality assurance in the European Higher Education Area (ESG). - K.: TS LLC, 2015. - 32 p.

URL: https://www.britishcouncil.org.ua/sites/default/files/standards-and-guidelines_for_qa_in_the_ehea_2015.pdf

7. Methodological recommendations for the development of higher education standards, approved by the Order of the Ministry of Education and Science of Ukraine of 01.06.2017 No. 600 (as amended by the Order of the Ministry of Education and Science of Ukraine of 30.04.2020 No. 584). URL: https://mon.gov.ua/ua/npa/pro-unesennya-zmin-do-metodichnih-rekomendacij-shodo-rozroblennya-standartiv-vishoyi-osviti-1

8. Development of educational programmes: methodological recommendations / by V.M. Zakharchenko, V.I. Lugovyi, Yu. Rashkevych, Zh.V. Talanova; edited by V.G. Kremen. Kyiv: Priorities Research and Development Centre, 2014. 120 с. URL: http://ibhb.chnu.edu.ua/uploads/files/metodrada/Rozroblennya_osv_program.pdf.

9. Regulations on accreditation of educational programmes for the training of higher education applicants (Order of the Ministry of Education and Science of Ukraine of 11.07.2019 No. 977 URL: https://zakon.rada.gov.ua/laws/show/z0880-19#Text

10. Recommendations for the application of criteria for assessing the quality of an educational programme / Approved by the National Agency for Higher Education Quality Assurance on 17 November 2020: / Ukrainian Educational Publishing Centre "Orion" LLC. Kyiv, 2020. 66 с.

11. Guidelines for experts of the National Agency for the accreditation of educational programmes of the third level of higher education (Annex to the "Guidelines for experts of the National Agency for the application of the Criteria for assessing the quality of the educational programme"). URL: https://naqa.gov.ua/wp- content/uploads/

12. To the heads of higher education institutions: Letter of the Ministry of Education and Science of Ukraine of 28.04.2017 No. 1/9-239. URL: https://pstu.edu/wp-content/uploads/2019/01/

Guarantor of the educational program   ____M.O. ORAP_____

The program is approved at the meeting of the department of psychology
Protocol No. 9 dated 19.05.2022
Chair of the Department of Psychology   ___M.O. ORAP_____

The programme is approved by the Academic Council
of the Faculty of Pedagogics and Psychology
Protocol No. 8 dated 25.05.2022
Chairman of the Academic Council of the Faculty   __V.M. CHAIKA_____

The educational and professional programme is recommended for implementation by the Academic Council of Ternopil Volodymyr Hnatiuk National Pedagogical University Protocol No. 13 dated 28.06.2022.

Academic Secretary of the University   V. R. Hevko