

CONTEMPORARY RESEARCHES IN THE FIELD OF ORGANIZATIONAL PSYCHOLOGY IN THE INSTITUTE OF PSYCHOLOGY AND THE UNIVERSITY OF SKOPJE, MACEDONIA

Elisaveta Sardzoska

Докладът е оформен в две части. Първата съвсем кратко дава информация за образуването, функционирането и отбелязването на юбилей на македонския Институт по психология, а именно 30-годишнината от неговото създаване към Университета в Скопие. Интерес представлява фактът, че освен изследователска дейност, колективът на института активно участва в обучението на студентите по психология в Скопския университет.

Втората част от доклада представя основните резултати от последния изследователски проект по Организационна психология, осъществен под ръководството на д-р Сардзоска, в който са взели участие както преподаватели, така и студенти от Института по психология в Скопие. Специално е отбелязан и полученият изследователски опит от страна на студентите, участвали в осъществяването на проекта.

At the end of 2004, in December, the Institute of Psychology together with the University "St. Cyril and Methodius" of Skopje, Macedonia, organized scientific meeting — *30 YEARS INSTITUTE OF PSYCHOLOGY* and an international symposium under title "*Psychology and the other fields*".

At the very beginning of psychological studies (1974), one of the principal subjects was *Industrial Psychology* which later was renamed in *Work Psychology*. This subject encompasses topics as: job selection, job analysis, job training, performance appraisal, job satisfaction, work motivation, stress at work, work conditions and work schedules.

Several years ago, in 2001, in the academic curriculum a new subject named *Organizational Psychology with Management* was added as a complementary subject to *Work Psychology*. I was assigned to teach this subject. According to the new European credit system, this subject is divided into *two*

one-term courses named *Organizational Psychology* and *Managing Organizational Behavior*, respectively.

Organizational Psychology is an obligatory course in the VII-th semester with 3+2 lessons weekly (3 for lectures and 2 for seminars) and an overall fund of 75 lessons. *Managing Organizational Behavior* is an optional course in the VII-th semester with 2+2 lessons weekly and an overall fund of 60 lessons. The number of credits assigned to *Organizational Psychology* is 6, whereas for *Managing Organizational Behavior* is 4. The prerequisites for *Organizational Psychology* are courses of Social Psychology and Methodology, whereas for *Managing Organizational Psychology* is Organizational Psychology.

Students' activities are pointed on the scale from 1 to 15 and contribute to the final grade of the exam with necessary minimum of 21 to maximum 40 points. Such activities are: *regular presence at the lessons, active participation in the seminars, project activities, review of relevant bibliography, seminar work, etc.*

The *exam* is *written test* and for its passing are necessary 30 from 60 possible points. The points of the test are added to the points for students' activities, and this sum is converted in one of the grades:

- 6 for points 51-60;
- 7 for 61-70;
- 8 for 71-80;
- 9 for 81-90 and
- 10 for 91-100.

Organizational Psychology with Management covers topics as follows: appearance and development of organizational psychology, research methodology of organizational psychology, organizational structure, types of organizational structure, contingency factors of organization, socio-technical approach to organization, organizational culture and climate, organizational changes, organizational development, communication processes, behavior modification, information processing, decision-making processes, work ethics and organizational commitment, team building, development of managerial teams, management and leadership, organizational power and politics, conflict and management of conflict in organization. The aim of these courses is to enable students to understand the primary psychological and sociological factors of organization in their association with organizational functioning, behavior, management and efficiency. Also, these classes are designed to enable students to perform an independent research of organizational phenomena. Some relevant students' handbooks by English authors are proposed as references for these classes.

For obtaining Master degree in *Work Psychology*, besides the obligatory one-semester courses (*Methodology of Psychological Researches* and *Psychological Schools and Approaches*) there are also three other one-term courses, with 45 lessons overall fund each one and 15 credits assigned to each one. They are: *Personal Psychology*, *Engineering Psychology* as well as *Organizational Psychology*. As an optional one-term courses assigning 10 credits to