**Abstract of course “Emotional intelligence and corporate culture”**

1. Name of the course “Emotional intelligence and corporate culture”

2. Department responsible for the course or equivalent: Faculty of Economics

3. Lecturer: Elena Iakovleva, PhD, associate professor, [eayakovleva@sfedu.ru](mailto:eayakovleva@sfedu.ru)

4. Semester when the course unit is delivered – Spring (2d Semester)

5. Teaching hours per week 4 hours

6. Level of course unit: Second cycle – Master level

7. ECTS credits – 5 credits

8. Admission requirements: knowledge of human resources management and microeconomic.

9. Course objectives (aims):

* search, analysis and evaluation of information for the preparation and adoption of personnel decisions;
* search for the most advanced and relevant best practices in the field of personnel management, their replication and adaptation in the Russian context;
* understanding the role and importance of combining the capabilities of team dynamics and personal effectiveness of employees, possible risks and constraints.
* study and effective application of modern knowledge of social sciences in managing the development and efficiency of employees / teams;
* creating an effective system for the development of personal and team effectiveness of employees in modern conditions;
* development of approaches to the development of optimal forms of combining personal and team interests of employees of an enterprise / company;
* understanding of the specifics of personnel decision-making processes and ways to improve their efficiency in modern conditions;

10. Course contents.

The course consists of two parts:

* Corporate culture (cc) and employees engagement.
* Emotional intelligence (eq) development at workplace.

In Module 1 “Corporate culture (cc) and employees engagement”. Basic concepts of corporate culture and employee engagement is examined using a conceptual approach that provides the basic relationship between EI and corporate culture / strategy. Topics include: history, concept, terminology, social effects of the group, formation of a Plan of Intent to change the CC, the importance of QC for the organization, the best international practices in the field of СC development. The concept of optimal experience / flow conditions in the workplace: the anatomy of consciousness and attention, protective functions of culture, psychology of optimal experience.Cases and best practices.

Module 2 “Emotional intelligence (eq) development at workplace” views the history, prerequisites of EQ and EQ in business: the concept of "emotion", its meaning and origin; psychophysiology of negative emotions; integrating emotional states into a work context and business result. Topics include: Manager's actions to create an atmosphere of trust and teamwork; integrating EQ practices into the business context; ways of manifestation of empathy: how to support and “share” the conditions of another for the benefit of business and relationships; EQ and higher levels of management.

11. Learning outcomes.

After studying this course, the student will receive the following skills:

* Methodologies for assessing the effectiveness of staff learning and development;
* Basic staff development and training activities, tools for analysing the effectiveness of learning and development programmes;
* Analysis of performance indicators for team and personal time;
* Evaluation of the effectiveness of staff learning and development and its contribution to organizational goals;
* Analysis of the moral and psychological climate and organizational culture;
* Methodologies for assessing the contribution of training to organizational goals;
* To organize effective communication in a cross-cultural environment, to develop activities to create a comfortable moral and psychological environment in the organization;
* Designing an effective personnel policy; development and implementation of an organization’s HR brand;
* Review and evaluate programmes and services to maintain the physical and mental health of staff; Establish programmes to protect staff against unsafe conditions and acts by others.

12. Planned learning activities and teaching methods: Lectures with a variety of examples and practice, Seminars with oral presentations and written tests, Colloquiums, Self-study, Use of different reference books and Internet resources.

13. Assessment methods are computer test, colloquiums, essays.

Essay – 45 points

Situational tasks – 15 points

Test – 5 points

Practical tasks – 35 points

Students are expected to get at least 60 points in order to complete the course.

14. Course literature (recommended)

1. Social and emotional intelligence. From processes to measurements / ed. D.V. Ushakov; ed. D.V. Lyusin - Moscow: Institute of Psychology RAS, 2009. - 352 p. http://biblioclub.ru/index.php?page= book&id=87242
2. Pie Y. Yu. Corporate cult cheers: sources, traditions, current state, development trends / Y. Yu. Pie - Moscow: Book Laboratory, 2012 .- 107 p. http://biblioclub.ru/index.php?page= book&id=140545
3. Koziakov R.V. Management Psychology / R.V. Koziakov - Moscow: Director t-Media, 2014 .- 201 p. http://biblioclub.ru/index.php?page= book&id=226086
4. Morozov V.P. Language of emotions and emotional hearing. Selected Works 1964–2016 [Electronic resource] / M. Orozov V.P. - Moscow: Institute of Psychology RAS, 2017. - 398 p. https://e.lanbook.com/book/109029
5. Sergienko E. A. Test of J. Mayer, P. Salove and D. Caruso “Emotional Intelligence” (MSCEIT v. 2.0). Leadership / E.A. Sergienko, I.I. Vetrova - Mosqua: Institute of Psychology RAS, 2010. - 176 p. http://biblioclub.ru/index.php?page= book&id=87519
6. Corporate culture - Omsk: OMGU Publishing House, 2005. - 97 p. http://biblioclub.ru/index.php?page= book&id=39389
7. Onuprienko S.P. Intellect. Temperament. How to organize your life / S.P. Onuprienko - Minsk: TetraSystems, 2011 .- 384 p. http://biblioclub.ru/index.php?page= book&id=78517