

**APPROVED**  
**at a meeting of the**  
**Scientific Council**  
**NJSC «Al-Farabi KazNU».**  
**Minutes No.10 dated**  
**May 13, 2023.**

**The program of the entrance exam for applicants to the PhD**  
**for the group of educational programs**  
**D066 – «Psychology»**

**1. General provisions.**

1. The program was drawn up in accordance with the Order of the Minister of Education and Science of the Republic of Kazakhstan dated October 31, 2018 No. 600 “On Approval of the Model Rules for Admission to Education in Educational Organizations Implementing Educational Programs of Higher and Postgraduate Education” (hereinafter referred to as the Model Rules).

2. The entrance exam for doctoral studies consists of writing an essay, passing a test for readiness for doctoral studies (hereinafter referred to as TRDS), an exam in the profile of a group of educational programs and an interview.

<b>Block</b>	<b>Points</b>
1. Essay	10
2. Test for readiness for doctoral studies	30
3. Exam according to the profile of the group of the educational program	40
4. Interview	20
Total admission score	100/75

3. The duration of the entrance exam is 4 hours, during which the applicant writes an essay, passes a test for readiness for doctoral studies, and answers an electronic examination. The interview is conducted on the basis of the university before the entrance exam.

**2. Procedure for the entrance examination.**

1. Applicants for doctoral studies in the group of educational programs D066 – «Psychology» write a problematic / thematic essay. The volume of the essay is at least 250-300 words.

2. The electronic examination card consists of 3 questions.

**Topics for exam preparation according to the profile of the group  
of the educational program.**

Discipline «**History, state and trends of development of modern psychology**»,  
«**general psychology**»

**Topic 1. Subject, tasks, role and place of the discipline "History, state and development trends of modern psychology."**

Subtopics: The importance of the history of psychology for contemporary psychologists. The history of psychology as a science. The history of psychology as the evolution of ideas about the subject of psychology. Historical understanding of the subject of psychology.

**Topic 2. Methodology and methods of the history of psychology as a science.**

Subtopics: Objective and subjective methods of historical and psychological research. Basic principles and functions of the history of psychology in modern psychological science. The role of experiment in the formation of scientific psychology. Classic and modern experiment. Basic methodological principles of the history of psychological science (determinism, development, unity of consciousness and activity, etc.).

**Topic 3. Introduction to modern systems of psychology.**

Subtopics: Teachings about the soul in ancient psychology. Comparative analysis of the understanding of the soul by Plato and Aristotle. The development of psychology in the teachings of the thinkers of the Arab East, medieval Europe and the Renaissance. Psychological views of the Middle Ages and the Renaissance.

**Topic 4. The origins and development of psychology in modern times.**

Subtopics: General characteristics of psychology in modern times. The development of psychology in the 18th century and in the 1st half of the 19th century. Psychological concepts in the teachings of the 18th - 19th centuries.

**Topic 5. The origin of independent scientific psychology.**

Subtopics: History of scientific approaches in the application of quantitative methods in psychology. Formation of psychology as an independent science. The history of measurement in psychology. General characteristics of the development of psychology in the 2nd half of the 19th and early 20th centuries until the period of the "open crisis". Methodological crisis in psychology. General characteristics of the period of "open crisis". V. Wundt's contribution to the development of psychological science. Experimental psychological research in Russia, Austria, England, USA.

**Topic 6. Basic scientific schools in psychology. Organocentric systems in psychology.**

Subtopics: History, state and development trends of cognitive psychology. Cognitive psychology: mentalism, computer analogies and doubling the world. Psychoanalysis and neopschoanalysis. Scientific ideas and contributions to the development of psychology by Z. Freud, A. Adler and K.G. Jung. Humanistic psychology: meaning, inner reality, self-causality. The main representatives of humanistic psychology: S. Buhler, K. Goldstein, A. Maslow, G. Allport, K. Rogers, R. May. Analysis of new concepts and research in cognitive psychology (main focus and scope).

**Topic 7. Sociocentric systems in psychology.**

Subtopics: Postmodernism and social constructivism (K. Gergen). The cultural and historical concept of L.S. Vygotsky and the activity approach in modern psychological science.

**Topic 8. Environmentcentric systems in psychology.**

Subtopics: Behavioral psychology. Eco-behavioral psychology (R. Barker). J. Watson as the founder of behaviorism. The second stage of behaviorism (B.F. Skinner et al.). Analysis of the concepts of D. Miller, Y. Galanter and K. Pribram as representatives of subjective behaviorism. Behavioral settings as a subject of eco-behavioral psychology. The main provisions of this direction.

**Topic 9. Decentric systems (contextual-interactional) in psychology.**

Subtopics: Dialectical psychology: conflict and contradictions as the fundamental principle of change (K. Rigel). Interbehavioral psychology: the eventual field of interaction (J.R. Cantor). Operant subjectivism (W. Stephenson). Phenomenological psychology (M. Merleau-Ponty and others). The history of the development of the theory of operant subjectivism (Stephenson's Q methodology). Implicit postulates of phenomenological psychology (M. Merleau-Ponty).

**Topic 10. Psychology of the XXI century: a look into the future.**

Subtopics: Horizons of development of psychological science in the XXI century. Modern trends in the development of psychological concepts and schools in the CIS countries.

**Topic 11. Introduction to psychology as a science.**

Subtopics: Subject of general psychology. Comparative analysis of everyday and scientific psychology. Branches of psychology and tasks of psychological practice. General concept of the psyche. Mental reflection as a subjective image of the objective world. Psychology in the structure of modern sciences.

**Topic 12. Psyche and consciousness. Psychology of activity and personality.**

Subtopics: The origin and evolution of the psyche. The origin and development of the human psyche. Social and historical nature of the human psyche. Stages of development of the psyche (hypothesis of A.N. Leontiev). The concept of instinct, learning and intelligence in animals. The development of reflex theory in the works of I.M. Sechenov, Ch. Sherrington, I.P. Pavlov, P.K. Anokhin, N.A. Bernstein. The problem of consciousness in psychology. Consciousness as the highest level of mental reflection and the highest level of self-regulation. Properties and functions of consciousness. Consciousness and unconscious mental processes. The concept of activity. Activity theory. Subject and subject of activity. Structure and activities. The concept of personality in general psychology. Personality is an integrator of all mental phenomena. Personality structure (Z. Freud, E. Bern, K. K. Platonov, S. L. Rubinstein, A. N. Leontiev, A. G. Asmolov, D. A. Leontiev). The processes of "interiorization" and "exteriorization" in the process of individual development of the personality. Theories of periodization of mental and personal development (D.B. Elkonin, E. Erickson). The concept of the orientation of the personality and the motivation of activity. Personality research methods.

**Topic 13. Psychology of cognitive processes.**

Subtopics: Feeling and perception as the first level of the system of mental processes. The concept of sensations. Types and properties of sensations. The concept of the thresholds of sensations. Concept, types, properties of perception. Attention as an end-to-end mental process. Concept, types, properties of attention. Attention theories. Memory as the core of the structure of mental processes. Memory concept. Types and characteristics of memory. Basic facts and patterns of the psychology of memory. Experimental studies of memory. Thinking as the highest level of information processing. The concept of thinking. Forms, types, theories of thinking. Thinking as an activity and as a problem-solving process. Systemic organization of thinking and speech. Psychological problems of speech activity. Language and speech. Psychological analysis of speech. 4 types of speech processes: speaking, listening, reading, writing. Types and functions of speech. Representation and imagination as secondary images. The concept and types of representations, imaginations. Empirical characteristics of representations. Imagination and creativity. Methods for the study of ideas and imagination.

**Topic 14. Mental states of a person.**

Subtopics: Psychology of emotions and motivation. The concept of emotions. The structure and function of emotions. Types and theories of emotions. The concepts of "motive" and "motivation". Needs and motivation concept. The hierarchical structure of the motivational sphere of the individual. Motivation theory. The concept of will, volitional effort, volitional action. The structure of volitional action. The development of will in ontogenesis. Emotions, will, motivation as mental processes of regulation. Emotional-volitional and need-motivational sphere of personality. Emotions and will are the regulators of behavior and activity. Development of ideas about emotions in the history of psychology. Classification of emotions (V.K. Vilyunas, B.I. Dodonov, K. Izard).

The meaning of emotions in human life. Human adaptation and the functional state of the body. Emotional stress and regulation of emotional states. Research methods of emotions, will, motivation.

**Topic 15. Personality as a system of human psychological properties.**

Subtopics: Abilities, temperament and character. Abilities and inclinations. Ability theories. The concept of temperament, its types and properties. Teachings about temperament. The concept of character, its structure. Correlation of concepts: inclinations, abilities, giftedness, talent, genius. Levels of development of abilities and individual differences. Development of abilities. Physiological bases of temperament. Psychological characteristics of temperament and personality traits. Models of typologies of characters (E. Fromm, A. Lowen, K. Jung). Formation of character. Methods for the study of temperament, character, abilities.

Discipline «**Management psychology**»

**Topic 1. Introduction to the management psychology.**

Subtopics: Goals, objectives, content, specificity of management psychology. The main modern approaches to the definition of the object, subject, tasks of management psychology. The relevance of the problems of management psychology in various spheres of human practice. The main directions of development of management psychology in the XXI century. Management psychology as part of labor psychology. Substantial connections of management psychology with management, management theory, economics, sociology of organizations. Substantial connections of management psychology with other related psychological areas (social psychology, personality psychology, organizational psychology, advertising psychology, etc.).

**Topic 2. The history of the development of management psychology.**

Subtopics: The emergence and development of the "classical theory of scientific management" (early 20th century - late 20s). School of Scientific Management (1885-1920). F. Taylor "Principles of Scientific Management". Schools of management activity: school of scientific organization of labor (F. Taylor, P.I. Korzhensev, A.K. Gostev, etc.) Administrative school or school of classical management (1920-1950). A. Fayol – founder of management psychology. School of "human relations" (1930-1950). The concept of a social person (E. Mayo, C. Barnard, M. Follett). The concept of human resources (D. McGregor, D. Likert). Psychological approach to organization management (P. Drucker, W. Siegert, L. Lang, M. Woodcock, etc.). Management problems in the writings of al-Farabi.

**Topic 3. Theoretical and methodological foundations of management psychology.**

Subtopics: Methodological approaches to management: process, system, situational. Management in the context of the main directions of theories of psychological science: psychoanalytic, behavioristic and humanistic. The current state of management psychology, the main problems and areas of research. Principles and methods of management psychology. Main characteristics of management. The concept of a law-trend. The laws of the formation of the subject of management, the laws of the organization of activities, the laws of social influence. Basic concepts of management psychology: organization, personality, group, behavior, communication, management, leadership, leadership, power, management activities, management relations.

**Topic 4. Research methods in management psychology.**

Subtopics: Features of the organization of research in the field of management psychology. Scientific and practical value of research in the field of management psychology. General scheme of the organization of research in psychology. General scientific and ethical problems of the organization of experimental research in the psychology of management. The main methods of psychology of management: observation, questioning, experiment, conversation, interview, questioning, testing, content analysis, role-playing and business games, analysis of the results of management activities. Analysis of the results (products) of the manager's managerial work (regulatory and administrative documentation, instructions, orders, instructions, etc.).

**Topic 5. Personality in management interaction.**

Subtopics: The concept of personality in modern management psychology. Personality theories and the possibility of their use in management practice. Psychological structure of personality. Cognitive, emotional-volitional and individual-typological personality traits. Characterological features of the personality. Biographical characteristics (age, gender, socioeconomic status, education). Socialization, social status and social role of the individual in the organization. Dependence of the effectiveness of professional activity on the individual-psychological characteristics of the individual. Expert assessment of psychological and professionally significant personality traits. Modular approach to profессиography. Modeling and scaling of personal competencies in management.

**Topic 6. Personality of the leader as a subject of management of the organization.**

Subtopics: Socio-psychological foundations of the leader's activity. Social roles of the head of the organization. Leadership and direction. Socio-psychological requirements and management skills. Social and psychological foundations for making managerial decisions. Socio-psychological aspects of organization management. The image of the leader. Psychological aspects of the professional career of a leader. Management style concept. Classification of management styles. Psychological features of the manager's use of various management styles and their effectiveness. The concept of a partner style of managing an organization. The influence of management style on the socio-psychological climate and team building. Theory "X and Y" of D. MacGregor. Manager grill. A modern leader and his social responsibility.

**Topic 7. Psychology of managerial decision making.**

Subtopics: The concept of managerial (organizational) decisions. Decision making as the most important component of management activities. Various approaches to decision making in psychology. Typology of management decisions. Types of management decisions: by subject and object of decision-making; by the validity period; by the nature of the tasks being solved; by complexity; by the level of decision making; by repetition rate; by the degree of novelty; by the way of decision making. Stages of developing management decisions. Requirements for management decisions. Forecasting the results of management decisions.

**Topic 8. Motivational aspects of management.**

Subtopics: The concept of motivation in management psychology. Theoretical and methodological approaches to the problem of labor activity motivation. Motivation theories and their characteristics. Substantial (theories of A. Maslow, D. McClelland, F. Herzberg, F. Taylor, D. MacGregor, Ouchi). Procedural (V. Vroom's theory of expectation, the theory of justice). Forms, types and levels of motivation. Labor motivation management. A system of methods for improving employee motivation and increasing labor productivity. Motivation and self-motivation. Motivational strategies and techniques. Motivational personality profile.

**Topic 9. Personality and building a business career in the organization.**

Subtopics: Socio-psychological concept of "career". The evolution of the concept of a career. Career types and stages. Career goal setting and career planning. Basic career models and strategies. Career success criteria and factors. Gender aspects of a career. Career management technologies. Career self-management. Diagnostics and development of a person's career giftedness. Technologies for career advancement and assessment of the career potential of an individual. Career of a young specialist. Career crises in the early stages of career planning and technologies for overcoming them. The role of the university in supporting the career of young specialists. Psychological support of personal career management.

**Topic 10. Psychology of business communication and professional communication.**

Subtopics: Modern concepts of communication in professional activities. Communicative, perceptual, interactive aspects of business communication. The structure of the communication process. Verbal and non-verbal means in the communicative process: optical-kinetic, paralinguistic, extralinguistic, spatio-temporal. Communication barriers and the main reasons for their occurrence. Barriers arising from the fault of the manager. The concept of feedback in communication, its role in business communication. Reflective and non-reflective listening. Intercultural communication in business communication. Forms of business communication. Business conversation, psychological

prerequisites for its success. Psychological requirements for meeting, group discussion and public speaking.

**Topic 11. Psychology of interpersonal perception in the organization.**

Subtopics: Interpersonal perception in management. The main schemes and factors of interpersonal perception in the organization. The superiority factor, the attractiveness factor and the "attitude towards us" factor. Perception formation mechanisms in the organization. Interpersonal perception as identification. Socio-psychological reflection. Empathy as an understanding of the experiences of another person. Stereotyping as a perception through the characteristics of a social group. The phenomenon of causal attribution. Effects of interpersonal perception: halo, novelty, primacy, edge. Self-presentation technologies in the organization.

**Topic 12. Psychology of intercultural communication.**

Subtopics: Intercultural communication in business. Features of national business cultures: individualism-collectivism, power distance, masculinity-femininity, avoidance of uncertainty (G. Triandis). Cross-cultural management (G. Hofstede). National and international in intercultural management. The factor of cultural affiliation in the situation of interethnic business communication. Culture shock and cultural adaptation. The interaction of languages and cultures in a modern organization. Intercultural business meetings, negotiations, press conferences, meetings: rules for preparation and conduct. International protocol. Methods for resolving intercultural conflicts in the business sphere.

**Topic 13. Management of emotional states.**

Subtopics: Resource power of emotions and their impact on others. Ways to manage the emotional environment of the organization. Managing people based on emotion management. The concept and structure of "emotional intelligence". The importance of emotional intelligence for various professions and business tasks. A flexible leadership system based on emotional intelligence. Emotional competence of the leader. Possibilities for managing emotions in business interactions. Emotion management when making decisions. Ways to manage the emotional environment of the organization. Emotional state regulation techniques. Techniques and methods for the prevention of emotional burnout.

**Topic 14. Psychology of managerial conflicts.**

Subtopics: Concept and main types of managerial conflicts. The nature and cause of managerial conflicts. Constructive and destructive functions of administrative conflicts. Stages of conflict development. Participants and driving forces of managerial conflicts, their needs, interests and goals. Space-time boundaries of the conflict. Functions and consequences of the conflict. Management conflict prevention technology. Behavior in managerial conflicts: strategies of cooperation, rivalry, avoidance, withdrawal, cooperation. Resolution of administrative conflicts as a multi-stage process. Types of manipulators. Basic manipulative techniques. Personality in the process of manipulation. Negotiations as a way to resolve conflicts.

**Topic 15. Corporate culture of the organization.**

Subtopics: Definition of corporate culture. Corporate culture: philosophy, mission. The main characteristics and structure of corporate culture. Functions of corporate culture. The power of corporate culture (R. Daft's questionnaire). Types of corporate culture – clan, bureaucratic, market, adhocratic. Corporate culture indicators and organizational culture identification. The main elements of corporate culture: values, expectations and basic requirements. Organizational culture and the leader of the organization (E. Shane). Formation of corporate culture, basic principles. Diagnostics of the corporate culture of the organization.

Discipline "**Organization and planning of scientific research**"

**Topic 1. General ideas about the methodology of science. Methodological aspects of psychological science.**

Subtopics: Characteristics of science. Methodology of science as a field of scientific knowledge. Determination of the methodology of science. The structure of methodological

knowledge: the level of philosophical methodology, the level of general scientific methodology, the level of specific scientific methodology, the level of procedures and research methods. The role of methodology in the formation of the subject of science. Basic concepts of methodological analysis of scientific research. Subject of study. Object of study. The main functions of science.

**Topic 2. Historical relativity of forms, means, ideals and norms of scientific knowledge.**

Subtopics: Psychology as a science. Features of psychology as a science. Formation of psychology as a science. The main directions in psychology. The influence of natural and social sciences and humanities on the methodology of psychology.

**Topic 3. The concept of a scientific paradigm. Classical (Newtonian-Cartesian) and non-classical paradigm of science.**

Subtopics: Subject and method of classical and non-classical psychology. Psychology as a natural science and humanitarian discipline (differences between the natural science and humanitarian paradigms of research in psychology). Postnonclassical stage of development of science. Characteristics of the humanitarian (postclassical) paradigm of psychology: the specificity of the goal of cognition, the position of the researcher, attitude to facts, criteria for the truth of knowledge, the expected results of research.

**Topic 4. The main stages of development of psychology as a science from the point of view of the paradigm.**

Subtopics: Historical development of the subject of psychology. Basic methodological concepts of the development of science.

**Topic 5. The birth of positivism (O. Comte).**

Subtopics: O. Comte's verifiability principle. Theories of the growth of scientific knowledge. Cumulative model of science development. Analysis of the development of knowledge by K. Popper. The principles of verification (positivism) and falsification (K. Popper) as criteria for demarcation. The temporal nature of the theory. The role of criticism in the progress of scientific knowledge.

**Topic 6. Theory of scientific revolutions (T. Kuhn).**

Subtopics: "Paradigm" and "scientific community". "Normal" science. Crisis in science as the beginning of a scientific revolution leading to a paradigm shift.

**Topic 7. The concept of research programs I. Lakatos.**

Subtopics: P. Feyerabend's methodological anarchism. Principles of epistemological anarchism (Principle of proliferation (reproduction) or principle of multiplication (reproduction) of competing theories, principle of counter-induction). Methodological concept of personal knowledge M. Polani.

**Topic 8. The meaning and function of methodological knowledge in psychology.**

Subtopics: Interrelation of methodology, methods and techniques of psychological research. Levels of methodological knowledge. The content of the methodology. Functions of methodological knowledge in psychology. The categorical system of psychology. Methodological foundations of psychology. The structure and functions of psychology.

**Topic 9. Methodology of psychology as an independent area of scientific knowledge.**

Subtopics: The contribution of psychology to the development of the methodology of science and the special importance of methodological knowledge for psychology. The place of the methodology of psychology in the system of professional psychological knowledge. Methodology and theory in psychology.

**Topic 10. Specificity of psychological knowledge. Scientific and unscientific psychological knowledge.**

Subtopics: Content of the main methodological problems of psychology. The problem of the psyche and the brain (psychophysical and psychophysiological problem). The essence of the psychophysical problem and the ways of its solution in the history of psychology. The problem of biological and social in psychology. The problem of consciousness and the unconscious.

**Topic 11. Methodological situation in modern world and Kazakhstani psychology.**

Subtopics: Causes of the crisis in psychology at the turn of the 20th century. The crisis in modern psychological science and its forms. Ways to overcome the crisis of psychology. Development prospects.

**Topic 12. World schools of psychology and their methodological foundations.**

Subtopics: Trends in the development of modern psychology abroad. Philosophical, natural science, empirical psychology as pre-revolutionary trends in Soviet science. The contribution of L.S. Vygotsky, A.N. Leontiev, S.L. Rubinstein, B.G. Ananyev and others in the development of the methodological foundations of Soviet psychology.

**Topic 13. Methodological principles of psychology.**

Subtopics: Principle of determinism, reflection, activity, development in psychology. Systems approach, anthropological, activity approach in psychology. Implementation of the principle of consistency in various psychological directions. Psychological theory of activity. Basic concepts of the psychological theory of activity. Activity theory and the subject of psychology. Criticism of the orthodox activity-based approach. Synergetic approach in psychology.

**Topic 14. Methodological concept and stages of scientific research. Types of scientific research.**

Subtopics: Ethics and professionally important qualities of a researcher. Correlation of the concepts “problem”, “object”, “subject”. Theory and its structure. Problem statement as the beginning of any research. Hypothesis as a logically grounded assumption. Types of hypotheses in psychological research.

**Topic 15. Receiving and processing empirical research data.**

Subtopics: Prerequisites for research planning. Types of pre-experimental designs. Real experimental planning. Types of experimental designs. The choice of methods for obtaining empirical data. The course and protocol of psychodiagnostic measures in scientific research. Organization of the stages of psychodiagnostic research. Methods of mathematical and statistical processing of research data. Publication of scientific reports, articles, scientific papers based on the results of scientific research.

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