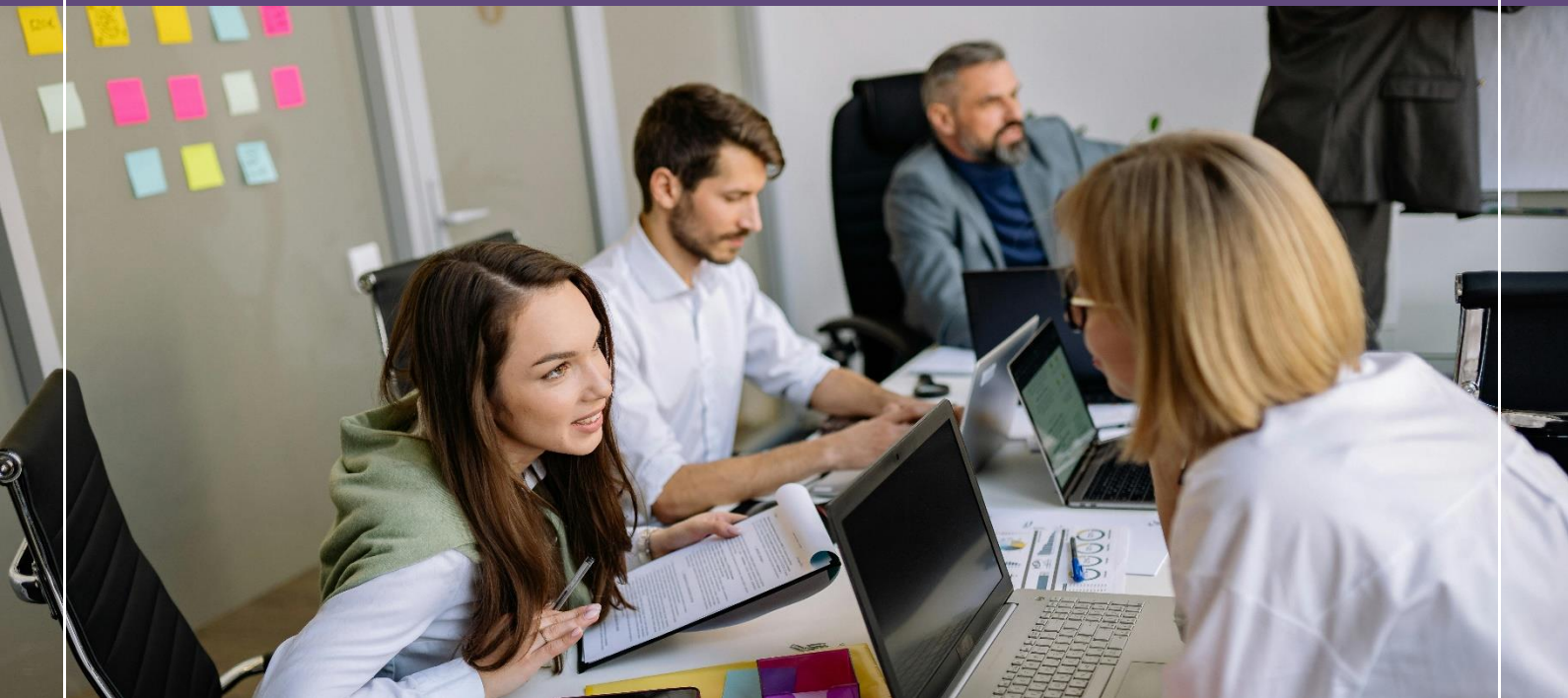


DEPARTMENT OF PSYCHOLOGY



MASTER'S PROGRAM Business and Organizational Psychology

WHO WE ARE

The Master study program in Business and Organizational Psychology organized by the Department of Psychology at the School of Political Science (SPS) at UACS offers an in-depth insight into the world of knowledge and skills related to the application of psychology at the workplace and educate professional staff who can adequately respond to the various challenges of the globalized world in the field of business and organizational psychology. The program is designed to enable students to practice the use of psychological concepts, test and methodology in solving various problems related to the context of work and business settings. Thus, they will be able to meet the business needs of the industry with the right skills set, knowledge base and work-oriented set of attitudes. The courses offer a mix of experiential learning and theoretical discussions to enable the students to gain deeper understanding of the use of psychological concepts, tools and techniques related to people management, organizational behavior, consumer behavior, and marketing.

WHAT WE STAND FOR

- We create professionals who are capable of dealing with modern-day challenges in the areas of psychology, especially the ones related to business and organizational psychology;
- Our courses are carefully designed to tackle some of the most important issues in business and organizational psychology;
- We have a well-balanced combination of theoretical and practical knowledge delivered interactively by professors, experts and practitioners;
- We create a vivid environment for continuous interchange of professional experience among international professors, guest speakers and students;
- We offer an exceptional mix of the best practices of European and American educational systems;
- We involve our students in international research projects and activities;
- Our students benefit from the opportunity to take part in the Erasmus+ European Mobility Program and spend a study semester at one of our many partner universities across Europe.

OUR FACULTY

The Master study program in Business and Organizational Psychology organized by the Department of Psychology, SPS, at UACS champions a well-balanced combination of theoretical and practical knowledge delivered interactively by professors and psychology professionals. It creates a vivid environment for continuous learning and interchange. Our faculty members have excelled as reputable scholars, researchers and professionals with extensive experience as psychologists, coaches and therapists as well. They are preparing graduate students to apply psychology at the workplace, and educate professional staff who can respond to the various challenges of the globalized world in the field of business and organizational psychology.

OUR ACADEMIC PROGRAM

The Department of Psychology offers an ambitious and innovative graduate study program in psychology, which aims to prepare the students for building a successful career and becoming professionals in their field. This ensures that students are well prepared for a successful career and enables students to be able to professionally and competently respond to challenges related to the latest business trends and findings of industrial and organizational psychology field. The program includes an innovative set of subjects aimed at developing transferable skills that are necessary for work in various fields, and are directly applicable to the real world. Given the practical nature of the program, students also have the opportunity to get a sense of real-world work application during their studies, which greatly benefits their future career plans. Moreover, the coherent nature of the program, which includes theoretical content, methods and application of approaches in industrial and organizational psychology, is in accordance with the modern scientific research concepts and European academic programs of second cycle studies.

EXPECTED LEARNING OUTCOMES UPON GRADUATION

With the UACS's blend of practical and theoretical teaching philosophy, upon graduation, the student will be able to:

- Demonstrate advanced in-depth knowledge of psychological theories, research methodology and ethical principles of psychology as a science and, in particular, in the business and organizational psychology;
- Application and translation of theoretical knowledge into the advanced research and policy results, as well as ability for preparation of psychological studies and reports;
- Ability to apply knowledge in analyzing and solving the effects of social, professional and other factors that influence the issues of business and organizational psychology;
- Ability to critically assess suitability for the application of various theoretical approaches, psychological interventions and measurement instruments in accordance with the needs and problems in organizations, institutions and companies, especially in the field of business and organizational psychology;
- Contribute effectively, and with confidence, to the most pertinent professional discussions regarding business and organizational psychology.

OUR TEACHING PHILOSOPHY

Our students can expect a clear focus on interactive learning through:

- Case studies;
- Role plays;
- Simulation exercises;
- Solving practical problems;
- Individual and team projects (research papers, analyses, clinical reports).

Small size groups enable every student to actively participate in the learning process as class discussions are an essential part of each course. We are proud that our students gain knowledge and skills that enable them to immediately enter the real world.

GIVING BACK TO COMMUNITY

Our programs also nurture social responsibility in students, inviting them to respect the community they live in by being responsible members/active citizens of society. This is why UACS organizes a range of socially responsible events and projects in which students are actively involved.

EMPLOYMENT POSSIBILITIES

Graduates may work in a variety of settings, including privately-owned companies, public companies, the non-governmental sector, international organizations, public and private institutions and companies, industry, academia, or pursue further training or study.

Areas of employment include:

- Specialist in recruitment, training and development of staff members;
- Consultants in managing organizational change;
- Planning and conducting applied research in the areas of human resource management and consumer behavior;
- Consultants for product planning and marketing for providing consumer insight;
- Needs assessment and skills assessment of various groups when it comes to work-related issues;
- Consultants in the area of interpersonal communication and interpersonal conflict resolution;
- Teaching and research, and many more.

UACS BUSINESS COUNCIL

The cooperation with the UACS Business Council is a key factor in developing highly professional staff for the real world. The UACS Business Council is comprised of 150+ leading institutions, organizations, and companies from various professional backgrounds. Providing adjustments of the curricula to the needs of contemporary process and policies, the UACS Business Council is an additional opportunity for career development of the UACS students.

TITLE AND DEGREE EARNED UPON GRADUATION

Upon completion of the graduate study program, the students earn the degree of:

- **Master of Arts in Business and Organizational Psychology.**

ACADEMIC STAFF

TENURED FACULTY

- Prof. Marjan Bojadjiev, PhD – Rector at the University American College Skopje, Professor at Tor Vergata Rome, Italy, Teacher of the Year 2012 for Europe and the Middle East;
- Prof. Venera Krlju, PhD – Vice Rector for Education, Webster alumna, Mother Theresa Award 2017, Board Member of Macedonia 2025;
- Prof. Ivan Dodovski, PhD – Dean of the UACS School of Political Science, University of Nottingham alumnus and Chair of ENTAN – the European Non-Territorial Autonomy Network;
- Assoc. Prof. Dimitrinka Jordanova Peshevska, PhD, Vice Dean of the UACS School of Political Science, and Head of the Department of Psychology – National Country Delegate for the European Health Psychology Society, Bologna University Alumna;
- Prof. Ana Tomovska-Misoska, PhD – Queen’s University Belfast alumna, Board Member of the Macedonian Human Resource Association;
- Prof. Katica Stoimenovska Mantova, PhD – Member of the National Association for Systemic Family Psychotherapy, and EMDR Practitioner;
- Assoc. Prof. Kate Trajkova, PhD – Member of the Macedonian American Alumni Association;
- Assist. Prof. Natasha Angjeleska, PhD – Member of Working Groups for the Development of Educational and Youth Policies in North Macedonia, Regional Patient Advocate in South Eastern Europe for HAE;
- Prof. Kimo Chavdar, PhD – member of the Macedonian Civil Code Committee, and of the Pardoning Commission of the President of North Macedonia;
- Assoc. Prof. Marina Andeva, PhD – University of Trieste alumna, and ISIG Italy Research Fellow.

ADJUNCT FACULTY

- Zhaneta Chonteva, PhD – Author of the Conceptual Documents in the fields of Inclusive Education, Civic Education, Life Skills Based Education; Coordinator of the Assessment for a Learning Project in collaboration with Cambridge Assessment International Education;
- Blagica Rzoska-Vanikj, PhD – Director of Counselling Facility for Humane Cooperation, Gestalt Training Institute; President of the Macedonian National Organization for Gestalt Therapy-Kontakt;
- Sasho Ordanovski, PhD – IWM Vienna Fellow;
- Kiril Naskov, MA – Coach of the Macedonian National Snowboard Team, trained sport psychologist.

VISITING AND EXCHANGE PROFESSORS

- Prof. Robert Hudson, PhD – University of Derby, UK, Jean Monnet Scholar and Royal Society of Arts Fellow, UACS Professor Honoris Causa;
- Prof. Elizabeta Mukaetova-Ladinski, PhD – Chair in Old Age Psychiatry, School of Psychology and Visual Sciences, University of Leicester, UK;
- Venka Simovska, PhD – Aarhus University, Denmark;
- Emilija Georgievska, PhD – Saint Louis University, Madrid, Spain;
- Christopher Binetti, PhD – Middlesex County College USA alumnus.
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STRUCTURE OF THE STUDY PROGRAM

Master of Arts in Business and Organizational Psychology
(60 ECTS, 4+1 program)

Mandatory courses of the study program

#	Title of teaching course	Semester	ECTS
1	Advanced Research Methods	1	10
2	Applied Business Psychology	1	10
3	Psychology of Talent Acquisition and Management	1	8
4	Master Thesis Writing Workshop	1	2
5	Health and Well-being at Work	2	6
6	Organizational Change and Development	2	6
7	<i>Elective course</i>	2	6
8	Master thesis	2	12
Total hours (lectures/exercises) and ECTS for the year			60

Elective courses of the study program

#	Title of teaching course	Semester	ECTS
1	Counselling and Coaching	2	6
2	Managing Diversity	2	6
3	Psychology of User Design	2	6
4	Counselling Children and Adolescents	2	6
5	Inclusive Practices	2	6
6	Advanced Business Communication	2	6
7	Business Ethics and Corporate Governance	2	6
8	Advanced Organizational Behaviour	2	6
9	Leadership, Engagement and Motivation	2	6

The University American College Skopje reserves the right to amend the program

The background image shows a professional meeting. A person in a light-colored blazer is seated in a wooden chair, looking at a smartphone. In the foreground, a hand is gesturing. A round glass table with a gold frame holds two glasses and a pair of glasses. The logo is centered over the table.

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