

## 28500 - The psychology of Work and Organisation

### Syllabus Information

**Academic year:** 2023/24

**Subject:** 28500 - The psychology of Work and Organisation

**Faculty / School:** 108 - Facultad de Ciencias Sociales y del Trabajo

**Degree:** 428 - Degree in Labour Relations and Human Resources

**ECTS:** 6.0

**Year:** 1

**Semester:** First semester

**Subject type:** Basic Education

**Module:**

### 1. General information

The purpose of this subject is for students to learn about defining aspects related to the concept of work and its historical evolution, as well as its epistemological delimitation of the subject; to deepen in the meaning, mission and values of the current organizational context in which the working conditions are developed; study the process of workers' adjustment, individual processes (perception, attitudes, motivation) and communicational processes; and analyze different forms of intervention in the face of psychosocial problems and challenges associated with the work context, such as work stress or psychological harassment at work

These approaches and goals are aligned with the following Sustainable Development Goals 3, 5, and 8 (SDGs) of the Agenda 2030 of the United Nations (<https://www.un.org/sustainabledevelopment/es/>)

### 2. Learning results

1. -Know the historical evolution of Work and Organizational Psychology.
2. -Recognize the main variables that determine job performance.
3. -Understand the attitudinal, motivational and communication processes involved in job performance.
4. -Understand the functioning mechanisms of groups and teams and their influence on work.
5. -Analyze the main individual maladjustments that occur in the work context.
6. -Analyze a practical case in which a real work situation is presented, synthesize the information provided in the theoretical classes, and propose the most appropriate solution.
7. -Plan and develop in group a theoretical work with a practical application, as well as defend it publicly.

### 3. Syllabus

**Unit 1.** Introduction to Work and Organizational Psychology.

**Unit 2.** Research Methods in Work and Organizational Psychology.

**Unit 3.** Job analysis and description and job performance.

**Unit 4.** Intelligence and personality.

**Unit 5.** Attitudes, emotions and moods at work.

**Unit 6.** Work motivation.

**Unit 7.** Organizational communication and climate.

**Unit 8.** Work groups and teams.

**Unit 9.** Psychosocial risks at work: work stress, *burnout* and *mobbing*.

### 4. Academic activities

The approach, methodology and evaluation of this guide is prepared to be the same in any teaching scenario.

The participatory methodology used combines different techniques: **Activities, Problem solving and case studies practical cases, Teaching assignments, Classroom participation and Tutorials.**

The course has 6 ECTS credits, which implies **150 hours** of student work. They are structured as follows:

#### **Classroom hours (63 hours)**

- Master Class (Type 1A): 30 hours
- Problem solving and case studies (Type 2): 30 hours
- Assessment tests (Type 8): 3 hours

## Non-face-to-face hours (autonomous work 87 hours)

- Study (Type 7): 87 hours

## 5. Assessment system

Their progress and the acquisition of competencies will be assessed by\*:

**1/Theoretical objective test (60% of the final grade):** it will consist of an individual written test with several alternatives of answer. Adopting as a criterion the standard correction for an objective test with several answer alternatives, controlling the randomness of the answers. It will be held on the day indicated in the official announcements.

### **2/ Problem solving and case studies, consisting of:**

- **Individual written test (20% of the final grade).** It will consist of a practical test with several short questions . It will take place on the same day as the objective test described in the previous section.
- **Completion and delivery of teaching assignments (20% of the final grade).** It will consist of the realization in group of practical activities. The delivery date will be stipulated by the faculty at the beginning of the course.

**\*It is necessary to pass with a 5 out of 10 and independently the tests previously described in order to be able to average the final grade. Either of the two parts passed, are kept only in the exams of the same academic year.**