

## 28500 - The psychology of Work and Organisation

### Syllabus Information

**Academic Year:** 2019/20

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

**Faculty / School:** 108 -

**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

#### 1.1.Aims of the course

#### 1.2.Context and importance of this course in the degree

#### 1.3.Recommendations to take this course

### 2.Learning goals

#### 2.1.Competences

#### 2.2.Learning goals

#### 2.3.Importance of learning goals

### 3.Assessment (1st and 2nd call)

#### 3.1.Assessment tasks (description of tasks, marking system and assessment criteria)

### 4.Methodology, learning tasks, syllabus and resources

#### 4.1.Methodological overview

From a psychosocial approach, people are participants in a social context in which they act both as individuals and as members of groups. The methodology followed in this course is based on active participation. It will allow the student to adopt both important roles for their career and their job performance. Therefore, in order to ensure their flexibility and competence, a wide range of teaching and learning tasks are implemented, such as lectures, practice sessions, case studies, autonomous work, tutorials, and assessment tasks.

Students are expected to participate actively throughout the semester. Classroom materials will be available via Moodle. These include a repository of the lecture notes used in class, practice notebook, lectures, as well as other course-specific learning materials.

Schedule regarding the course will be provided on the first day of class.

#### 4.2.Learning tasks

This is a 6 ECTS course (150 hours) organized as follows:

- **Lectures** (1.2 ECTS: 30 hours): The teacher presents theoretical contents illustrated with relevant examples.
- **Practice sessions** (0.6 ECTS: 15 hours): These sessions can include individual, pair or group work, and also practical work outside the classroom (field work).
- **Case study** (0.6 ECTS: 15 hours): It is carried out in groups of 3 or 4 students and at least three tutorials during the course are mandatory. Oral presentation will be done on the last week of class. When the oral presentation finishes, the teacher will make questions and/or comments to all members of the group. Steps, deadlines and tutorials will be provided on the first day of class.
- **Autonomous work** (3.3 ECTS: 83 hours): Students do tasks such as study, readings, preparation of practice sessions, and summative assignments.
- **Tutorials**: Office hours can be used to solve doubts and for follow-up of students' learning process.
- **Assessment tasks** (0.3 ECTS: 7 hours): A final examination about theoretical contents (multiple-choice questions) and practical exercises (short answer questions). Oral presentation of the case study is mandatory before this final examination.

### 4.3.Syllabus

The course will address the following topics:

- Topic 1. Introduction to the Work and Organizational Psychology.
- Topic 2. Research methods in Work and Organizational Psychology.
- Topic 3. Job analysis and job performance.
- Topic 4. Intelligence and personality.
- Topic 5. Job attitudes, emotions, and mood in the workplace.
- Topic 6. Work motivation.
- Topic 7. Organizational communication and climate.
- Topic 8. Groups and teams in organizations.
- Topic 9. Psychosocial risks at work: stress, burnout, and mobbing.

### 4.4.Course planning and calendar

Further information concerning the schedule, classroom, office hours, assessment dates and other details regarding this course will be provided on the first day of class.

### 4.5.Bibliography and recommended resources