

Academic Year/course: 2022/23

28500 - The psychology of Work and Organisation

Syllabus Information

Academic Year: 2022/23

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

2. Learning goals

3. Assessment (1st and 2nd call)

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, assignments, 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** (1.2 ECTS: 30 hours): Sessions where students work with case studies and problem-solving tasks (individual format or in small groups).
- **Assignments** (1.0 ECTS: 24 hours): In small groups (3-5 members), students will prepare two written reports and will do oral presentations. Both activities will be submitted within the deadlines stipulated by the teaching staff and, in any case, before the last day of class of the semester. In both activities, adjustment to the objectives of the proposed exercise, accuracy and precision, mastery and proper use of terminology, coherence, capacity for analysis and synthesis, as well as writing and spelling will be assessed.
- **Autonomous work** (2.4 ECTS: 60 hours): Students are expected to spend about 60 hours studying theory, solving problems, and preparing sessions.
- **Tutorials:** Office hours can be used to solve doubts and for follow-up of students' learning process.

- **Assessment tasks** (0.2 ECTS: 6 hours): A final examination of theoretical contents (multiple-choice questions) and practical exercises (short answer questions). It also includes the oral presentations of two written reports.

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.

This guide's methodology and learning tasks will be adjusted to the socio-sanitary conditions of each moment following the indications given by the competent authorities.