

31224 - Psychology of Work and Organizations

Syllabus Information

Academic year: 2024/25

Subject: 31224 - Psychology of Work and Organizations

Faculty / School: 301 - Facultad de Ciencias Sociales y Humanas

Degree: 613 - Degree in Psychology

ECTS: 6.0

Year: 3

Semester: Second semester

Subject type: Compulsory

Module:

1. General information

This is a subject in the area of social psychology, which provides a set of general knowledge and competencies that will enable students to describe and explain what work and organizational psychology is and how the intervention as a psychologist of work and organizations should be carried out.

2. Learning results

In order to pass this subject, the student must demonstrate the following learning results:

1. To learn the fundamental concepts of work and organizational psychology: the role of the psychologist of the work and organizational psychology, the intervention strategies, the process of elaboration and evaluation of an intervention program and the effects that they can have on organizations and individuals.
2. To know how to use the relevant documentary sources in work and organizational Psychology with the capacity of performing critical analysis and synthesis, as well as to keep the knowledge and skills of the profession up to date.
3. To know how to identify and interpret the problems and needs of people in a specific organization in order to be able to make interventions from the psychology of work and organizations
4. To know how to design and evaluate intervention programs aimed at promoting innovation and organizational improvement and to meet the needs of individuals and organizations. To be able to understand, know and apply one of the most relevant disciplines within social psychology is fundamental, both when comprehensively understanding the social dimension of the human being, as well as in order to practice professionally. The importance of the psychosocial intervention in any applied context is fundamental. The practical training offered by this subject, in addition to making it more enjoyable, allows students to learn about the work done by professionals in work and organizational psychology once they finish their studies, which can broaden their horizons and clarify, in some cases, their topics of interest for the future and the development of their career identity.

3. Syllabus

The content of the subject is grouped in the following three thematic blocks:

BLOCK I.- FOUNDATION, CONCEPT AND THEORETICAL BASES OF WORK AND ORGANIZATIONAL PSYCHOLOGY

- Introduction and research methods of the discipline
- The meaning of work and the concept of organization and organizational behaviour.

BLOCK II.- AREAS OF INTERVENTION OF THE DISCIPLINE

- Leadership and motivation in organizations
- Work teams and teamwork in organizations
- Communication and organizational environment.

BLOCK III. HEALTHY ORGANIZATIONS

- The importance of the prevention of psychosocial risks at work.
- The importance of career development.

4. Academic activities

The subject has an applied orientation, so that the proposed activities are focused on the understanding, assimilation and practical application of the main fundamentals of work and organizational psychology.

The sequence of activities designed includes the following modalities:

Theoretical sessions: stimulating participation and active learning on the part of the students and using lectures in a complementary way.

Practical sessions: knowledge will be applied to real situations and teamwork and cooperative learning will be encouraged.

Individual and group tutoring: for a better follow-up of the learning process.

Teaching platform: Moodle will be used as a means of communication, consultation and downloading of subject material.

5. Assessment system

Theory: 50% of the final mark for the subject (up to 5 points out of 10).

The format of the theory exam will be as follows: between 25 - 30 multiple-choice questions, with 3 alternatives according to the correction formula: $[(A - (E/n-1))/n^{\circ} \text{ questions}] \times 10$.

Level of demand: in order to pass this part of the course, the student must obtain at least 2.5 points out of 5 points.

Practical: this accounts for 50% of the final mark for the subject and is assessed in the following way:

CONTINUOUS EVALUATION: THE ASSESSMENT TESTS AND ACTIVITIES WILL BE CARRIED OUT DURING THE WHOLE CLASS PERIOD.

1. Completion of the practical tasks and activities proposed in the classroom classes, as well as the delivery, formal adequacy and quality of the activities and tasks that are carried out during the practical sessions of the subject.

The completion of the tasks and activities in the continuous assessment mode will account for up to 40% of the final mark for the subject (4 points out of 10).

2. Team design of a research or intervention project in the field of Work Psychology and Organisational Psychology (1 points out of 10).

Level of demand: in order to pass this part of the course, the student must obtain at least 2.5 points out of 5 points.

NON-CONTINUOUS EVALUATION: Practical: it represents 50% of the final grade of the course and is evaluated as follows:

Examination format of the practical part will consist of 10 to 15 multiple-choice questions (correction formula: $[(A - (E/n-1))/\text{no. questions}] \times 10$) and 2 to 4 short answer questions.

The subject of Psychology of Work and Organizations is only passed when the student has obtained at least 5 points out of 10 points, being a requirement and level of demand to have obtained at least 2.5 points out of 5 points in the Theory part and 2.5 points out of 5 points in the practical part.

Students are also entitled to a global assessment of all the contents of the subject (Theory and Practical). In this global assessment, the student can opt for the maximum grade (100% of the final grade).

6. Sustainable Development Goals

3 - Good Health & Well-Being

4 - Quality Education

8 - Decent Work and Economic Growth