

31244 - Human Resources Psychology

Syllabus Information

Academic year: 2024/25

Subject: 31244 - Human Resources Psychology

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

Degree: 613 - Degree in Psychology

ECTS: 6.0

Year: 4

Semester: First semester

Subject type: Optional

Module:

1. General information

1. Basic Information

1.1. Objectives of the subject

To have the ability to carry out interventions in the psychosocial field, specifically and globally in the organizational and labour context. To be in possession of knowledge and skills specific to the Psychology of the Human Resources. These approaches and objectives are aligned with Sustainable Development Goals 3, 4, 5, 8, 10 and 17.

1.2. Context and meaning of the subject in the degree program

The subject is part of the elective block of the Social Psychology itinerary, of which Human Resources Management is a part.

1.3. Recommendations for taking the subject

To have taken Social Psychology I and II, to have acquired knowledge of Group and Organizational Psychology, as well as Work Psychology.

2. Learning results

2. Competencies and learning results

2.1. Competencies

To know and understand the cultural factors and psychosocial principles involved in the behaviour of individuals, groups and organizations.

To know the different fields of application of psychology and to have the necessary knowledge to influence and promote quality of life in contexts where psychology professionals are

present. It implies the knowledge and exercise of the principles of equal opportunities, non-discrimination, universal accessibility and design for all people.

To be able to identify group and intergroup differences, problems and needs.

To know how to identify organizational and inter-organizational problems and needs.

To know how to analyse the context where individual behaviours, group and organizational processes are developed

To know how to select and manage tools, products and services, as well as being able to identify people and groups concerned.

To identify the relevant characteristics of the behaviour of individuals and groups, their problems and needs, and plan and implement appropriate interventions

2.2. Learning Results

1. Understands and knows the meaning of Psychology of Work, Organizations and Human Resources, distinguishing the various sub-disciplines contained in it, its history and main research methods. I able to apply some of the latter to Human Resources Psychology.

2. Is capable of designing, implementing and evaluating practices considered relevant and common to management and leadership

(e.g. job and competency analysis, recruitment and selection of personnel, training and development, performance evaluation, and subtractive processes).

3. It is capable of adapting such design to the main contingency factors of the organizational context (e.g. strategy, culture, structure, resources, environment, etc.).

2.3. Importance of learning results

The ability to understand and know one of the most relevant applied areas of Social Psychology in general, and of WOHR Psychology in particular, is essential, especially when practicing professionally as a work, organization and human resources psychologist.

3. Syllabus

3. Program

BLOCK I. Conceptual and objectual delimitation of the discipline. Yesterday and Today of the Human Resources function: challenges for the 21st century.

BLOCK II. Additive versus subtractive processes (job and competency analysis, recruitment and selection, training and development, performance evaluation, leaving the organization).

4. Academic activities

4. Methodology, learning activities, program and resources

4.1. General methodological presentation

Application of theory to real contexts, with emphasis on active and meaningful learning.

4.2. Learning activities

Theoretical and practical sessions: 30 hours each.

Tutorials and presentation of papers: 4 hours each.

Autonomous work: 57 hours.

5. Assessment system

5. Assessment

5.1. Type of tests, their value on the final grade and assessment criteria for each test

The evaluation will be summative with activities during the teaching period and a final test. The student must demonstrate that they have achieved the learning results.

OPTION A:

1. Theoretical test: Two cases to solve, corresponding to 60% of the final grade.

2. Practical part (40% of the final grade): It involves performing various activities and/or reports, questionnaires on the practical sessions and/or discussion on a topic, etc., in an active manner. To take advantage of the continuous evaluation, students must attend regularly, submit/participate/respond to the different assignments and pass them before the official exam date. If the student does not pass this section, they must take the global test (theoretical-practical).

Level of demand: both parts must be passed to add up to the final grade.

OPTION B: Global test (Theoretical-practical)

This tests consists of the resolution of two cases (50% of the final grade) and 5 questions in which the theoretical of the subject must be applied to specific situations (50% of the final grade)

Level of demand: both parts must be passed to add up to the final grade.

Fraud or total or partial plagiarism in any of the evaluation tests will result in not passing the subject with the minimum grade, in addition to the disciplinary sanctions adopted by the Guarantee Committee for these cases.

6. Sustainable Development Goals

3 - Good Health & Well-Being

5 - Gender Equality

8 - Decent Work and Economic Growth