

COURSE INFORMATION

NAME OF THE SUBJECT:

Work and organizational psychology

Code number: 515109107

Degree in Labour Relationships and Human Resources

Academic Year: **2016-2017**

Foundational/Elective/Compulsory course. 1st year

Annual/First/Second semester: Second semester

Timetable: Tuesday 18-19'30h.
Wednesday 18-19'30h.

TEACHING STAFF

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Office hours:

First Semester: Monday 13'15-14'30
Thursday 11-14'30 and 17'30-18'45

Second Semester: Tuesday 12'30-14'30 and 17-18
Wednesday 12'30-14'30 and 17-18

PROGRAMME/SYLLABUS

1. DESCRIPTION

The complex of work is one of the reasons for its study from various scientific disciplines (economy, law, sociology, psychology and so on). From a psychological perspective work runs a central role in our lives and has a lot of psychosocial functions, which includes not only the satisfaction of economic needs, but also psychosocial functions, like social contact, opportunities for learning, status and power, etc.

This subject focuses on psychosocial aspects in labour activity including motivation, work satisfaction and performance. Nowadays a lot of social, technological, economic, political and cultural changes are happening. These changes have become challenges for labour markets, organizations and individuals. Phenomena like cultural change, organizational development, power, and team work are crucial for better understanding human behaviour into organizations.

2. PREREQUISITES

There is no prerequisite for this subject. Nevertheless, knowledge about organizational context is useful.

3. OBJECTIVES/LEARNING OUTCOMES

1. Introduce mayor topics to define the field of Work and Organizational Psychology.
2. Demonstrate theoretical knowledge about current phenomena in the work and organizational research field.
3. Plan strategies for organizational development.
4. Identify the culture of the organization and other relevant aspects of the organization.
5. Analyse main theories and models about motivation and work satisfaction.
6. Relate different patterns of leadership and its influence over performance.
7. To increase understanding of the political perspective in organizations.

4. TEACHING METHODOLOGY

The programme will be developed by presentations about the theoretical and practical contents of each topic. In some cases, an extra material will be provided. Along the semestre the students will be taken some academic activities for a deeper comprehension of some topics. These academic activities will be conducted for the teacher and consist in a previous explanation and some following tasks to carry out by students themselves. The teacher can be asked for request about the activity. The students will have to make a report about the activity.

5. CONTENTS

UNIT 1. INTRODUCTION TO WORK AND ORGANIZATIONAL PSYCHOLOGY. CULTURE AND CLIMATE IN ORGANIZATIONS.

Lesson 1. Psychosocial functions of work and work values.

The meaning of work. Psychosocial functions. Work centrality. Societal norms about work. Work values.

Lesson 2. The organization: culture and climate.

Organization and work. The concept of organization. Organization structure. The culture of the organization: concept and functions. Models and functions of the culture. Concept and dimensions of climate. The assessment of climate.

UNIT 2. PERFORMANCE AT WORK: MOTIVATION AND JOB SATISFACTION. STRATEGIES FOR CHANGE AND ORGANIZATIONAL DEVELOPMENT. POWER AND POLITICAL BEHAVIOUR INTO ORGANIZATIONS.

Lesson 3. Motivation and job satisfaction.

The nature and process of motivation. Contents and processes theories.

Lesson 4. Organizational development.

The process of change into organizations. Technological change. Organizational development and leadership. Theoretical perspectives in leadership.

Lesson 5. The power and the political behaviour into organizations.

Definitions of power. The basis of power. Political behaviour into organizations. Political strategies and tactics.

UNIT 3. HUMAN BEHAVIOUR AT WORK: TEAMS WORK. COMMUNICATION AT WORK.

Lesson 6. Groups into organizations.

Groups like basic units of the organization. Groups' functions. Typology of groups. The evolution of groups. Group structure and norms. Group thinking.

Lesson 7. Communication and team work.

Team formation and evolution. Performance and group productivity. The process of communication. Functions of communication. Types of communication. Barriers to communication.

6. BIBLIOGRAPHY

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Borman, W. C., & Motowidlo, S. J. (1993). Expanding the criterion domain to include elements of contextual performance. Chapter in N. Schmitt and W. C. Borman (Eds.), Personnel Selection. San Francisco: Josey-Bass (pp. 71-98).

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[Links](#)

<http://www.ucm.es/info/Psyap/enop>
<http://www.knowledge.hut.fi/eawop>
<http://www.siop.org>

7. ASSESSMENT

The assesment of the subject will be done by a test exam for the theoretical contents developed in class (60%) and by four reports done by students for practical contents (40%). The teoretical contents will be assessed by a final exam. The students should reach 6 points, but it is necessary to get 3 points in order to pass the exam. The exam consists in 40 statements with multiple choice with only one correct. It will be necessary to obtain 26 correct answers to pass the exam.

Practical contents will take over 4 points. For each practical session the students make a report about the activity into groups. There are four practical sessions, therefore students have to make four reports, and can get 1 point for each one.

The final mark is a result of adding the exam mark and the reports marks as long as the student had reached 3 points in the exam and 2 points in the reports at least.