

Work Psychology

Code: 102588
ECTS Credits: 6

Degree	Type	Year	Semester
2502443 Psychology	OT	4	1

Contact

Name: Francisco Javier Tirado Serrano
Email: FranciscoJavier.Tirado@uab.cat

Use of Languages

Principal working language: catalan (cat)
Some groups entirely in English: No
Some groups entirely in Catalan: Yes
Some groups entirely in Spanish: No

Prerequisites

This is a fourth-year subject, which means that it builds on the knowledge and perspectives acquired on all the previous courses. Of particular importance is the knowledge acquired in the subjects Social Psychology and Psychology of Organizations.

Objectives and Contextualisation

Psychology of Organizacions is a subject taught in the second semester of the third year of the Psychology Degree. Its main aim is to introduce students in the world of organizations in the 21st Century.

Objectives:

- This subject provides students with a general description of the basic characteristics of modern organizations.
- This subject offers a list of the main topics, approaches and applications in Psychology of Organizations.
- This subject analysis the suppositions and the propositions of the most important theories in the discipline.
- This subject reflects on the theoretical and research limitations of the discipline.

Competences

- Actively participate in the formulation of social, professional and ethical rules in activities related to the profession.
- Apply strategies and methods for direct intervention in contexts: construction of healthy scheme, etc.
- Communicate efficiently, using the appropriate media (oral, written or audio-visual) taking into account diversity and all elements that may ease communication or make it more difficult.
- Define objectives and develop the intervention plan based on the purpose of the (prevention, treatment, rehabilitation, integration, support).
- Develop strategies for autonomous learning.
- Recognise the determinants and risk factors for health and also the interaction between people and their physical and social environment.
- Respect the diversity and plurality of ideas, people and situations.

Learning Outcomes

1. Actively participate in the formulation of social, professional and ethical rules in activities related to the profession.
2. Adapt the content and methodology of communication to different situations.
3. Coordinate actions and actors involved in the intervention.
4. Develop strategies for autonomous learning.
5. Develop strategies for preventative intervention in the area of health in the workplace.
6. Develop techniques aimed at negotiating mediation and conflict resolution.
7. Identify the variables involved in psychosocial risks.
8. Organize and implement the intervention plan.
9. Plan actions and resources required for intervention.
10. Recognise the indicators of poorly designed workplaces.
11. Relate organisational factors with personal needs.
12. Respect the diversity and plurality of ideas, people and situations.
13. Use appropriate terminology to people with whom you interact.

Content

This subject is structured into the following units:

1. Introduction: Why is it so interesting to study organizations?
2. Role Theory and Organizations
3. The phenomenon of leadership in organizations
4. Communication and organizations
5. Relationships of power
6. Conflict in organizations
7. Culture and anthropology of organizations
8. Gender and organizations
9. Subjectivity and organizations

Methodology

There are two kind of activities in the subject: a) activities in one large group and b) activities in small groups. There are 12 sessions of the former and 6 of the latter. The large group activities are formal lectures and the small ones are discussions and practical tasks carried out by the students.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
D1. Lectures	24	0.96	3, 5, 8, 9, 10, 11
D2. Seminars	12	0.48	6, 1
Type: Supervised			
S1.Group Assessment	10	0.4	2, 12

S2. Individual Assessment	4	0.16	4
Type: Autonomous			
A.1 Reading relevant literature	25	1	4
A2.Individual work	33	1.32	4, 13
A3.Collective work	40	1.6	12, 13

Assessment

Evaluable activities are as follows:

1. A test exam (40%). A test exam that will be carried out at the end of the semestre.
2. An empirical research task carried out by a student team (30%). The result of this activity will be a final report that will be delivered through moodle the week 12.
3. Individual essay (30%). The student has to write two little essays (maximun 500 words per essay) about the theoretical content of the subject. These will be delibered through moodle between the week 7 and 10.

The student has passed the subject when the sum of his/her marks in the different evaluable activities is equal to or greater than 5.

The student is considered not evaluable if his/her has given learning evidences with a weight lower than 4 points.

The student is considered evaluable but not to have passed if he/she could not achieve a mark of 5.

The student is eligible for re-evaluation when his/her total mark is 3.5.The reassessment will be a global text of the whole subject and its mark will be the final mark of the subject.

THE GENERAL EVALUATION GUIDELINES OF THE FACULTY CAN BE CONSULTED ON THE FOLLOWING LINK:

<https://www.uab.cat/web/estudiar/graus/graus/avaluacions-1345722525858.html>

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
AV1. Individual test	40	2	0.08	3, 5, 6, 7, 8, 9, 10, 11
AV3. Individual essays	30	0	0	4, 12
Av2. Group work	30	0	0	2, 6, 1, 13

Bibliography

Basic references

Alcover, C. M. Martínez, D. Rodríguez, F. & Domínguez, R. (2004). *Introducción a la Psicología del Trabajo*. Madrid: McGraw-Hill.

- Blanch, J. M. (2012). *Trabajar y Bienestar*. Barcelona: UOC.
- Blanch, J. M. (Coord.) (2003). *Teoría de las Relaciones Laborales. Vol. 1. Fundamentos. Vol 2. Desafíos*. Barcelona: Editorial UOC.
- Borman, W. C. Ilgen, D. R & Klimoski, R. J. (Eds.). (2003). *Handbook of Psychology. Vol. 12: Industrial and Organizational Psychology*. New York: Wiley & Sons.
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- Doyle, C. E. (2003). *Work and Organizational Psychology*. Hove: Psychology Press.
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- Muchinsky, P. M. (2000). *Psicología Aplicada al Trabajo: una Introducción a la Psicología Industrial y Organizacional*. Madrid: Paraninfo, 2001.
- Salanova, M. (Ed.).(2009). *Psicología de la salud ocupacional*. Madrid: Síntesis.
- Salanova, M. & Schaufeli, W. (2009). *El engagement en el trabajo*. Madrid: Alianza.
- Tirado, F.; Gálvez, A. y Baleriola, E. (2017). *Las organizaciones en el siglo XXI. Un enfoque psicosocial y político*. Barcelona: Editorial UOC.
- Tirado, F.; Baleriola, E. y Gálvez, A. (2017). *Critical Management Studies. Hacia unas organizaciones más éticas y sostenibles*. Barcelona: Editorial UOC.
- Warr, P. (2007). *Work, Happiness and Unhappiness*. Mahwah, NJ: LEA.

Sources of specialized information

Journals

Archivos de Prevención de Riesgos Laborales

European Journal of Work and Organizational Psychology

International Journal of Organisational Behavior

Journal of Occupational Health Psychology

Journal of Organizational Behavior

Revista de Psicología del Trabajo y las Organizaciones. Journal of Work and Organizational Psychology

Institutions

European Foundation for the Improvement of Living and Working Conditions
<http://www.eurofound.europa.eu/publications>

International Labour Organization (ILO). <http://www.ilo.org/global/publications>

Instituto Nacional de Seguridad e Higiene en el Trabajo <http://www.insht.es/portal/site/Insht/menuitem>

Ministerio de Trabajo e Inmigración: <http://www.mtin.es>

Ministerio de Trabajo y Asuntos Sociales <http://www.mtas.es>

European Agency for Safety and Health at Work. <http://osha.europa.eu/publications>

U.S. Department of Labor Office of the Assistant Secretary. Occupational Safety and Health Administration.
<http://www.osha.gov/>

Society for Industrial and Organizational Psychology (SIOP). www.siop.org/gtp/ *Association of Work and Organizational Psychology (EAWOP)*. <http://www.eawop.org/web/> European