

**Psychology**

Code: 103501  
ECTS Credits: 6

Degree	Type	Year	Semester
2500258 Labour Relations	FB	1	2

**Contact**

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**Use of Languages**

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

**Teachers**

Maria Teresa Lara Vila

**Prerequisites**

No prerequisites are contemplated for this subject

**Objectives and Contextualisation**

Goals

It is a first year, introductory and conceptual subject.

Overall Goal

Understand the relationship between the different psychosocial processes and the dynamics of industrial relations, specifying and delving into the different levels: individual, group, organizational and contextual.

Specifics Goals

1. To know what the psychology of work is and which are the fields of application in organizations.
2. To know the main group processes within the scope of organizations.
3. To understand and relate the main psychosocial processes in the world of work.
4. To understand the importance of the concept of gender in the organizational context.
5. To know the main current working conditions.

**Competences**

- Applying the information and communication technologies to the different areas of action.
- Drawing up and formalising reports and documents.
- Identify the foundations of the main legal and organisational areas in the field of human work.
- Identifying, analysing and solving complex problems and situations from an (economic, historical, legal, psychological, and sociological) interdisciplinary perspective.
- Organising and managing the available time.
- Students must be capable of deciding, sharply taking decisions and judging.
- Students must demonstrate they comprehend the relation between social processes and industrial relations dynamics.
- Verbally communicating and defending a project.
- Working effectively in teams.

## Learning Outcomes

1. Analysing the basic psychological processes of behaviour as a group.
2. Analysing the basic psychological processes of behaviour as an individual.
3. Analysing the basic psychological processes of behaviour on a organizational level.
4. Applying the information and communication technologies to the different areas of action.
5. Describing the basic psychosocial processes in the organizations (climate and organizational culture).
6. Drawing up and formalising reports and documents.
7. Identifying the basic psychological processes of behaviour as an individual.
8. Identifying the basic psychological processes of behaviour on a organizational level.
9. Organising and managing the available time.
10. Solving the relation problems between the organization and the person (motivation, satisfaction, CVL).
11. Students must be capable of deciding, sharply taking decisions and judging.
12. Verbally communicating and defending a project.
13. Working effectively in teams.

## Content

The subject covers the following knowledge blocks

1. Theoretical approach of the organization study. (1 ects)
2. Main group procedures within the organization. (1ects)
3. The genre perspective within the organizational context. (1ects)
4. Fundamental psychosocial factors inside an organization. (1ects)
5. Conditions and the actual quality of working life. (1ects)

## Methodology

Teaching Methodology

The teaching methodology of this subject is varied and is defined according to the proposed goals:

- The theoretical part through lectures for understanding fundamental theoretical subjects and concepts. These sessions seek to expand the theoretical explanations with examples seeking interactivity with students.
- Classroom practices such as group dynamics, debates, seminars, etc., in order to exemplify and optimize the basic concepts that are worked on in the lectures.
- Cross-cutting project that allows the incorporation of worked knowledge and its best assimilation, while enabling the learning of the competencies established in the subject.

## Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Practices and classroom seminars	7.5	0.3	11
Video watching	10	0.4	1, 8, 6, 13
Type: Supervised			
Case studies resolution	15	0.6	3, 5, 11
Elaboration and presentation of a project (poster)	15	0.6	1, 11
Simulations and role playing	25	1	2, 4, 12, 5, 9, 6, 13
Type: Autonomous			
Books and texts reading	20	0.8	1, 3, 8
Report writing	30	1.2	3, 5, 8, 10, 11
Study	15	0.6	12, 6, 11

## Assessment

### Evaluation

The continuous evaluation has the following fundamental goals:

1. To monitor the teaching-learning process, allowing both the student and the teacher to know how the skills are achieved and have the necessary tools to correct possible errors.
2. Encouraging ongoing effort.
3. To verify that students have achieved the specific competences in this subject.

The evaluation will be carried out throughout the course with a group part and an individual part. At the beginning of the course a schedule will be placed with the weekly activities, this schedule will appear at the beginning of the classes.

Group evaluation: 40%

This part evaluates the work done as a group and the compliance with the CT2, CT4 and CT7 competencies.

The following instruments are available to make this assessment: (1) documentation provided by students of a written work that is done throughout the course; (2) presentation and defense of a poster where the written work is represented graphically; (3) the performance carried out in group practices and dynamics.

Individual evaluation: 60%

In this part, the scientific and technical knowledge of the subject achieved by the student, as well as his/her analytical and synthesis capacity, shall be evaluated individually.

The "individual" evaluation is carried out by (1) a written test at the end of the course (where the minimum grade to be able to average is: 4.5) and on the dates specified in the Annex (2) a final written report corresponding to the internships.

#### Re-evaluation

The re-evaluation may be done only in the following cases and in no case serves to raise the grade.

- For the written test:

Students who have previously taken the test and who have scored 4.49 or fewer

The maximum grade you can get is 5.0

- For the internships

In the event that the student do not have the minimum number of internship assistance (60%), the re-evaluation will be carried out with a written test.

- For the project

Not having delivered or having the group work failed, in this case an individual written work will be requested.

### Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Practices notebook	20%	2.5	0.1	3, 5, 1, 7, 8
Project presentation	30%	7.5	0.3	4, 12, 5, 8, 6, 13
Written test	50%	2.5	0.1	1, 2, 4, 12, 5, 9, 6, 10, 11, 13

### Bibliography

#### Bibliography

##### Compulsory bibliography

Alcover, C Et al (2004) Introducción a la Psicología del Trabajo. Madrid: McGraww-Hill

Ibáñez, T (Coord.) (2003) Introducció a la psicología social. Barcelona:EDIUOC

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Lamberth, J (1986) Psicología Social. Madrid: Ediciones Pirámide

Peiró, J.M. (1986) Psicología de la Organización.Madrid. UNED

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##### Recommended bibliography

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Gasalla, J.M. (2005). La nueva dirección de empresas y el directivo. Pretics Hall. Madrid.

Ibáñez, T. (1988). Aproximaciones a la Psicología Social: Barcelona. Sendai.

Martín, A. (1995). Flexibilidad y relaciones laborales. Estrategias empresariales y acción sindical. Consejo Económico y Social: Madrid.

Martín-Quirós, M.A y Zarco, V. (2009). Psicología del trabajo, de las organizaciones y de los Recursos Humanos. Un área abierta a la reflexión. Pirámide: Madrid.

Myers, D.G. (1987). Psicología Social. México: MacGraw Hill.

Tirado, F., Baleriola, E., Gálvez, A. (2017). Critical Management Studies. Hacia una organizaciones más éticas y sostenibles. Editorial UOC: Barcelona