

Psychology of Work and Organisations

Code: 101761
ECTS Credits: 6

Degree	Type	Year	Semester
2501233 Aeronautical Management	FB	1	2

The proposed teaching and assessment methodology that appear in the guide may be subject to changes as a result of the restrictions to face-to-face class attendance imposed by the health authorities.

Contact

Name: Isabel Pellicer Cardona
Email: Isabel.Pellicer.Cardona@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 course has no prerequisites

Objectives and Contextualisation

The aim of course is to provide an introduction and a critic perspective about the relationship between the different psycho-social processes and dynamics that can be produced in the environment of organizations and work, in a specific way is proposed:

- A) know the function of the different organisations in today's society, based on a wide definition of the same that encompasses both work organizations and social organisations.
- b) understand from different theoretical approaches, the concept of person, of group and of organisation historically developed until the present moment.
- c) Analyse the psychosocial processes that are developed in organizations.

Competences

- Communication.
- Diagnose the sales, finance and human resources situations in businesses and organisations.
- Participate in human resources management, correctly applying the different concepts involved: psychology applied to organisations, internal and external communication and economic and legal factors.
- Personal work habits.
- Thinking skills.
- Use knowledge of the fundamental principles of mathematics, economics, information technologies and psychology of organisations and work to understand, develop and evaluate the management processes of the different systems in the aeronautical sector.
- Work in teams.

Learning Outcomes

1. Accept and respect the role of the various team members and the different levels of dependence within the team.
2. Assess the elements that define the culture of an organisation.
3. Communicate knowledge and findings efficiently, both orally and in writing, both in professional situations and with a non-expert audience.
4. Describe the relationship between psychosocial processes and the dynamics of labour relations.
5. Develop critical thought and reasoning.
6. Develop independent learning strategies.
7. Develop scientific thinking skills.
8. Develop the ability to analyse, synthesise and plan ahead.
9. Display knowledge of the fundamental principles of job motivation and satisfaction.
10. Identify the fundamental principles of psychosocial processes in the work context.
11. Identify the key elements in processes of individual and group motivation.
12. Identify, manage and resolve conflicts.
13. Make decisions.
14. Manage time and available resources. Work in an organised manner.
15. Work cooperatively.
16. Work independently.
17. Working in complex or uncertain environments and with limited resources.

Content

The course contemplates the following blocks of knowledge:

- a) Theoretical approach to the study of organizations
- b) Group processes in organizations
- c) Main psychosocial processes in organizations
- d) Working conditions and new conceptualization of the work
- e) Gender perspective in organizations and future trends in the field of Psychology of organizations and work

Methodology

The methodology of this course is varied and defined according to the objectives proposed with the following training activities:

- Directed classes:

Theory classes and problem solving, in which will present several theoretical concepts and work on different related problems. During these guided classes, there will be spaces for comments, debates, critical reflection and exercises about the basic texts, using complementary audiovisual sources that will allow illustrate the content of the classes.

Specialized seminars. Throughout the course 5 specialized seminars will be held, the date and contents will be done at the beginning of the course and will be published on the virtual campus.

These specialized seminars propose completing the academic or professional knowledge of the field of the psychology of the organizations and the work and will focus on topics of current importance or subjects in which the students have expressed their interest, being an eminently participatory space and the interchange of knowledge.

- Practical and supervised classes:

In these activities and structured exercises will be carried out to exemplify and work in a practical way the concepts presented in the theoretical classes.

- Self-organized work (autonomous work).

As formative activities are also considered self-organized work activities, such as study, resolution and case work (both individually and in groups) and the readings proposed in directed classes. To facilitate self-learning, the student can consult the virtual classroom, which will be used as a means of communication.

ATTENTION: The proposed teaching methodology may undergo some modifications according to the restrictions imposed by the health authorities on on-campus courses.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Problem Classes	15	0.6	2, 9, 7, 8, 11, 10
Theory Classes	37.5	1.5	9, 7, 8, 5, 10
Type: Supervised			
Discuss of practical cases	22.5	0.9	1, 2, 3, 4, 8, 5, 11, 12, 15
Type: Autonomous			
Evaluation	7.5	0.3	1, 2, 3, 9, 4, 7, 6, 8, 5, 14, 11, 10, 12, 13, 15, 16, 17
Practical cases	37.5	1.5	2, 3, 9, 6, 14, 11, 10, 13, 16, 17
Solving Exercises	15	0.6	9, 7, 8, 10
selforganized study	15	0.6	6, 8, 5, 14, 16

Assessment

The assessment of this course is designed to be carried out throughout the course, dealing with a system of continuous evaluation, with a part of group assessment and a part of individual assessment.

The main information about the course's evaluation system is:

a) Processes and scheduled assessment tasks

- Written exam (50% of the final grade). At the end of the course, a final written test will be carried out, which will allow to assess the knowledge acquired by the student.

- Group work (30% grade). Throughout the course, a group work will be proposed, which must be presented and defended orally, on the date indicated.

- Attending practices, active participation and reflection (20% of the final grade).

To pass the course it is necessary:

1) obtain a minimum grade of 4.5 in the final written test, so that the average can be done with the rest of the results obtained.

2) The weighted average overall grade is equal to or higher than 5.

3) the attendance and participation in practices is NOT a recoverable activity (go to section c, details of the recovery process).

b) Schedule of evaluation activities

The schedule of assessment activities will be given on the first day of the subject and will be published through the Virtual Campus, and in the case of the final exam on the web and the School of Engineering, Examinations section.

c) Re-evaluation process

Regarding the re-evaluation process the course contemplates the possibility of partial recovery. You can choose to recur the written exam (50% of the final grade) and group work (30% of the final grade).

In the case of the final exam, the re-evaluation will consist of a test of format and number of questions similar to the final exam.

In the case of group work these may be re-evaluation whenever the teacher responsible is requested, during the qualification review period, and the re-evaluation will be done according to the indications that are proposed in each specific case.

To participate in the re-evaluation process students must have been previously evaluated (does not mean approved) in a set of activities whose weight equals to a minimum of 2/3 parts of the total grade, and have obtained a 3,5 grade in the average of the subject.

In accordance with the coordination of the Degree and the direction of the School of Engineering, the attendance, participation and reflection related to the classes of classroom practices of the subject are non-recoverable activities, that suppose a 20% of the final qualification of the subject.

d) Grade revision process

For each assessment activity, a place, date and time will be indicated in which the student can review the activity with the teacher, as indicated by the Academic Regulations of the UAB. However, students will also be able to request a review within one week after the qualifications have been made public, after this deadline and the date indicated for the review (of each activity evaluated) NO revisions will be made.

e) Qualifications

The final grade of the subject reflects the weighted average note of all the scheduled evaluation evidences, provided that the final exam has been passed with a minimum of 4,5 (out of 10).

Honor license (MH). The MH number is limited, and is an academic recognition, which will only be awarded to students who have shown excellence during the course of the course, have actively participated in the activities proposed and have obtained a final score of more than 9.

Non-Evaluable (NE). A student will be considered 'non-evaluable' when one of the activities evaluated is not equal or greater than 70%.

f) Irregularities, copy and plagiarism in evaluation activities

In order to be able to evaluate the evolution of the learning of the students it is indispensable that the works are original versions. Consequently, and without prejudice to other disciplinary measures that may be considered appropriate, the irregularities committed by students that can lead to a variation in the assessment grade will be graded with a zero. Therefore, copying, plagiarizing, cheating, copying, etc. In any of the assessment activities, it will involve suspending it with a zero and can not be recovered in the same academic year.

If the activity in which the irregularity was detected has a minimum associated mark, the subject will be suspended.

g) Evaluation of the repeaters

The repeating students will not have a differentiated treatment and will have to carry out all the activities and tests proposed to pass the subject.

ATTENTION: The proposed evaluation activities may undergo some changes according to the restrictions imposed by the health authorities on on-campus courses.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Group work	30%	0	0	1, 2, 3, 9, 4, 7, 8, 5, 14, 11, 10, 12, 15, 16, 17
Participation and assistance	20%	0	0	1, 2, 3, 9, 4, 7, 8, 5, 14, 11, 10, 12, 15, 17
Written test	50%	0	0	2, 9, 4, 7, 6, 8, 5, 14, 11, 10, 13, 16

Bibliography

- Alcover, C Et al (2004) *Introducción a la Psicología del Trabajo*. Madrid: McGraww-Hill
- Daft, R.L. y Steers, R.M. (1992). *Organizaciones. El comportamiento del individuo y de los grupos humanos*. México, D.F.: Limusa.
- Ibáñez, T (Coord.) (2003) *Introducción a la psicología social*. Barcelona: EDIUOC
- Lamberth, J (1986) *Psicología Social*. Madrid: Ediciones Pirámide
- Marínez-Tur, V., Ramos, J. y Moliner, C. (2015). *Psicología de las organizaciones*. Madrid: Síntesis.
- Peiró, J.M. (1986) *Psicología de la Organización*. Madrid. UNED
- Robbins, S. & Judge, T. A. (2009). *Comportamiento organizacional*. Madrid: Pearson Prentice-Hall, 13a edición
- Martín-Quirós, M.A. y Zarco, V. (2009). *Psicología del Trabajo, de las Organizaciones y de los Recursos Humanos*. Madrid: Pirámide.
- Tena Millan, J. (1995). *Organización de la empresa: teoría y aplicaciones*. Barcelona: EADA Gestió
- 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.