

**Work Psychology**

Code: 103502  
ECTS Credits: 6

**2024/2025**

Degree	Type	Year
2500258 Labour Relations	OB	2

## Contact

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## Teachers

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## Teaching groups languages

You can view this information at the [end](#) of this document.

## Prerequisites

To have previously studied the subject of Psychology of the Degree of RRLL. In addition, the course will be taught

## Objectives and Contextualisation

It's a second course subject, it has one more specialist character and it works as a continuation of the subject of Psychology of the first year.

The general objective is to understand the relationship between the basic psychosocial processes that occur in the organizations (which we can also find in this course) and its consequences on the behaviour and the socioeconomic results. Finally, in this course we will know some processes of intervention in the area of the RR.HH.

The specific objectives are:

- Knowing what the new theoretical models in Social Psychology of Organizations are.
- Understand the basic psychosocial processes in organizations and tools for their analysis, diagnosis and intervention.
- Understand some planned development strategies in organizations.
- Know how to prepare a report from an organization describing the basic characteristics of the organization.
- Know how to carry out the design of an intervention project in the organization.

- Know how to identify the leadership styles of those responsible for a group or organizational unit, based on the analysis of their behaviors and the characteristics of the group.
- Apply theoretical knowledge practical for its resolution.
- Design evaluation and intervention tools.

## Competences

- Applying techniques and making decisions in terms of human resources (remuneration policy, selection policy).
- Applying the information and communication technologies to the different areas of action.
- Designing a Welcome Handbook and documenting a training plan in relation to their needs for the collectives in charge.
- 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.
- Producing and designing organizational strategies, developing the human resources strategy of the organization.
- Producing internal communication projects for labour groups.
- Self-motivating by undertaking specific training programs to acquire new knowledge.
- Suggesting solutions for labour disputes and the situations that may arise them through mediation and negotiation.
- Working autonomously.
- Working effectively in teams.

## Learning Outcomes

1. Applying the information and communication technologies to the different areas of action.
2. Drawing up and formalising reports and documents.
3. Knowing how to use the appropriate tools and methodology in terms of management of Human Resources.
4. Knowing the basic elements of the management of human resources.
5. Knowing the development of a Welcome Handbook.
6. Knowing the elements and key factors in the team development.
7. Knowing the necessary channels in order to recruit and select personnel.
8. Knowing the strategies in decision-making.
9. Organising and managing the available time.
10. Recognising the conflict situations and knowing how to find solutions.
11. Recognising the foundations and negotiation techniques.
12. Recognising the group as a key system in an organization.
13. Self-motivating by undertaking specific training programs to acquire new knowledge.
14. Understanding and relating training and career plans in the organizations.
15. Understanding the development of a organization.
16. Working autonomously.
17. Working effectively in teams.

## Content

1. Introduction: From classical models to new orientations.
2. Theories and Interventions in Work Psychology.
3. Complex psychosocial processes in organizations.

4. Tools and technologies in work psychology
5. Challenges of Work Psychology

## Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Analysis of real situations	15	0.6	4, 15
Master classes	19.5	0.78	4, 7
Resolution of practical cases	18	0.72	2, 4, 5, 7, 14, 15
Type: Supervised			
Elaboration of the project	11.5	0.46	1, 2, 4, 5, 7, 9, 14, 15, 17
Monitoring of project reports	5	0.2	4, 9, 13, 16, 17
Type: Autonomous			
Bibliographic search	10	0.4	9, 13, 16
Practical cases with platform simulation of companies	35	1.4	1, 2, 9, 16
Reading of texts	5	0.2	9, 13, 16
Study	20	0.8	9, 13, 16
Writing reports	5	0.2	1, 2, 9, 16

The methodology of this subject is diverse and defined according to the objectives proposed:

- Master classes for the best understanding of concepts. They will expand the explanations with examples and look for the interactivity between the teacher and the student.
- Practices in the classroom with the aim of exemplifying the concepts that are worked on the same session.
- Cross-sectional projects that allow the better assimilation of all the information. In addition, it makes it possible to learn the competencies established in the subject.
- Resolution of practical cases through a virtual environment of simulation of organizations.

To carry out the subject, different related organizations have been designed. They present different processes or demands in which the student will have to intervene and make decisions. The work will be done basically through a computer tool that will allow students to access, via the Internet, these different organizational realities. Through this virtual space, the student will know the organization and its demand, and he will be able to obtain the information that will be required to do the analysis.

Through this type of material, the student will have to put into practice a series of techniques and procedures, in such a way that the demands raised are met.

Annotation: Within the schedule set by the centre or degree programme, 15 minutes of one class will be reserved for students to evaluate their lecturers and their courses or modules through questionnaires.

## Assessment

### Continuous Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Group work: case work	40	4.5	0.18	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 14, 16, 17
Individual work: case analysis	30	0	0	4, 5, 7, 10, 13, 14, 15
Written test	30	1.5	0.06	4, 5, 7, 10, 13, 14, 15

The subject will be evaluated out through a continuous evaluation process. The student will present the product of the different tasks explained in class on the fixed dates. The students will continuously receive feedback from the teacher about their learning process.

The continuous evaluation has 3 fundamental objectives:

- 1) Monitor the teaching-learning process. This will allow both the student and the teacher to know how competences are achieved and add the necessary tools in order to correct possible deviations.
- 2) Encourage continued effort.
- 3) Verify that the student has achieved all the competences of the subject.

Code Evidence	Name	Weight	Format	Autorship	Via	Week
Ev1	Multiple choice exam on the contents of the theory program	30%	Written	Individual	On-site	Second evaluation period
Ev2	Individual report: case analysis	30%	Written	Individual	On-site	Between weeks 7 and 10
Ev3	Group work: case study	40%	Written	Groupal	On-site	Between weeks 10 and 12

Re-evaluation: The reevaluation will be from a three in the final grade of the course (average of all the evidences delivered throughout the course). As there is an individual and a group part in this subject, the reevaluation of each of the two parts will be different. On the one hand, the reevaluation of the individual part will consist of a final exam. On the other hand, in the group part, the works that do not exceed 5 must be repeated.

Plagiarism: Plagiarism is strictly forbidden. In order to be able to evaluate the learning progress of the students, it is essential that the assignments are original versions. The evaluable activities that do not respect this basic premise, since they would make the evaluation impossible in terms of student learning, would result in a failing

grade. Thus, any work or evaluable activity of the subject where plagiarism has been committed will be automatically suspended. In addition, any work containing a text fragment that reproduces another text fragment without reference to the original source (either another test or publication), will also be considered plagiarism.

Single evaluation: Those who have justified this mode of evaluation have three activities: 1 written test (50%) and a practical activity consisting of a project (50%). The re-evaluation will be specific for each of the two parts. Those who choose this evaluation must communicate it to the subject faculty at the beginning of the course.

## Bibliography

Basic bibliography:

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Blanch, J. M. (2012). *Trabajar y Bienestar*. Barcelona: UOC.

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Román Onsaló, Marisa; Alfaro de Prado, Ana María; Rodríguez, Lucía i Leal Millán, Antonio Genaro (coord.) (2001) *El factor humano en las Relaciones Laborales*. Manual de Dirección y Gestión. Madrid: Ed. Pirámide.

Romero Caraballo, M. (2017). Significado del trabajo desde la psicología del trabajo. Una revisión histórica, psicológica y social. *Psicología desde el Caribe*, 34(2), 120-138. <https://doi.org/10.14482/psdc.33.2.72783>

Selva, C. i Tresserra, O. (2014). Flexibilidad global, sinécdoque de progreso. *Athenea digital*, 14(2).

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Zuboff, Soshana. (2020). *La Era del Capitalismo de la Vigilancia*. Paidós.

Complementary bibliography:

Gasalla, José María. (2005). *La nueva dirección de empresas y el directivo*. Madrid: Pretics Hall.

Gómez Mejía, Luis; Balkin, David; Cardy, Robert. (1999). *Gestión de RR.HH.* Madrid: Ed. Prentice Hall.

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## Software

No specific software required

## Language list

Name	Group	Language	Semester	Turn
(PAUL) Classroom practices	11	Spanish	first semester	morning-mixed
(PAUL) Classroom practices	12	Catalan	first semester	morning-mixed
(PAUL) Classroom practices	51	Catalan	first semester	afternoon
(TE) Theory	1	Spanish	first semester	morning-mixed
(TE) Theory	51	Catalan	first semester	afternoon