

Work Psychology

Code: 103502
ECTS Credits: 6

2025/2026

Degree	Type	Year
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 Labour Relations. In addition, the course v

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. Description of the organization: From classic models to new approaches.

2. Human resource interventions in organizations:

- Staff recruitment and selection process: incorporating the individual as part of the organization. Process, stages, and techniques.
- Training and education of organization members: training as a tool for facilitate organizational change.
- Professional development plans.

3. Complex psychosocial processes in organizations:

- Organizational culture and climate
- Work motivation

4. Tools for improving people management:

- Situational leadership

Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Analysis of real situations	15	0.6	15, 4
Master classes	19.5	0.78	4, 7
Resolution of practical cases	18	0.72	15, 5, 4, 14, 2, 7
Type: Supervised			
Elaboration of the project	11.5	0.46	1, 15, 5, 4, 14, 9, 2, 7, 17
Monitoring of project reports	5	0.2	13, 4, 9, 16, 17
Type: Autonomous			
Bibliographic search	10	0.4	13, 9, 16
Practical cases with platform simulation of companies	35	1.4	1, 9, 2, 16
Reading of texts	7	0.28	13, 9, 16
Study	20	0.8	13, 9, 16
Writing reports	6	0.24	1, 9, 2, 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
Development of a project based on a simulated case in a virtual environment	50	0	0	1, 13, 15, 5, 4, 6, 8, 14, 9, 10, 2, 7, 3, 16, 17
Writing test	25	1.5	0.06	13, 15, 4, 12, 11, 10, 2, 7
Written test	25	1.5	0.06	13, 15, 4, 12, 11, 10, 2, 7

The course will be assessed through continuous assessment, whereby students will submit the work assigned in class on the set dates and receive ongoing feedback from the teacher on their learning process.

Continuous assessment has three fundamental objectives:

- 1) To monitor the teaching-learning process, allowing both students and teachers to know how the skills are being achieved and to provide the necessary tools to correct them if necessary.
- 2) To encourage continuous effort.
- 3) To verify that students have achieved the skills determined in this subject.

Assessment will be carried out throughout the course with a group part (between 4 and 6 people) and an individual part.

Group part (50% of the final grade):

- Development of a project based on a real case simulated in a virtual environment, which consists of three pieces of evidence of learning (50% of the final grade).

Individual part (50% of the final grade):

- Two written tests to be taken during class time throughout the course (25% of the final grade for each test).

Reassessment: Reassessment will be based on a final course grade of three (average of all evidence submitted throughout the course). As there is an individual part and a group part in this course, the re-evaluation of each of the two parts will be different. On the one hand, the re-evaluation of the individual part will consist of a final exam. On the other hand, in the group part, assignments that do not pass with a grade of 5 will have to be repeated.

Plagiarism: Plagiarism is strictly prohibited. In order to assess students' learning progress, it is essential that all work submitted is original. Any assessable activities that do not comply with this basic requirement will be marked as a fail, as they would make it impossible to assess the student's learning. Any work or assessable activity for the course that has been plagiarized will be automatically failed. In addition, any work that contains a fragment of text that reproduces another fragment of text without referencing the original source (whether another test or publication) will also be considered plagiarism.

For this course, the use of Artificial Intelligence (AI) technologies is permitted exclusively for support tasks, such as bibliographic or information searches, text correction, or translations. Students must clearly identify which parts have been generated using this technology, specify the tools used, and include a critical reflection on how these have influenced the process and the final result of the activity. Failure to disclose the use of AI in this assessable activity will be considered academic dishonesty and may result in partial or total deduction of the activity grade, or more severe penalties in serious cases.

Single assessment: Students who have justified this assessment method will have two activities: one written test (50%) and one practical activity consisting of a project (50%). The reassessment will be specific to each of the two parts. Students who opt for this assessment must inform the course instructor at the beginning of the course.

Bibliography

Basic bibliography:

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Complementary bibliography:

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Martín-Quirós, María Angustias y Zarco, Victoria (2009). *Psicología del trabajo, de las organizaciones y de los Recursos Humanos. Un área abierta a la reflexión*. Madrid: Ed. Pirámide

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

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

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

Software

No specific software required

Groups and Languages

Please note that this information is provisional until 30 November 2025. You can check it through this [link](#). To consult the language you will need to enter the CODE of the subject.

Name	Group	Language	Semester	Turn
(PAUL) Classroom practices	11	Catalan	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