

Work and Organisational Psychology

Brief description of course content (according to the programme's verification report)

Course descriptors:

- Work Psychology.
- Organisational Psychology.
- The individual in the organisation.
- Organisational processes.

Learning outcomes

- To understand the dynamics and functioning of organisations from a psychosocial perspective.
- To understand the terminology, methods and techniques commonly used in Work and Organisational Psychology.
- To understand the basic psychosocial processes which unfold in organisations.

Planned learning activities

Theory Syllabus

- Module I: Introduction
 - Topic 1. Introduction to Work and Organisational Psychology.
- Module II. The individual in the organisation.
 - Topic 2. Attitudes towards work: involvement, satisfaction and work commitment.
 - Topic 3: The social identity in organisations.
 - Topic 4: Motivation at work.
- Module III. Organisational processes.
 - Topic 5: Leadership and power in organisations.
 - Topic 6: Organisational culture and climate.
 - Topic 7: Organisational change and development.

Practical Syllabus

- Topic 1. Introduction to Work and Organisational Psychology and organisational structure.
 - Practical activities. Introduction to WOP. Through different exercises, students will check how some of the psychosocial processes they will learn about during the course work.
- Topic 2. Attitudes towards work: involvement, satisfaction and work commitment.
 - Practical activities. Attitudes towards work. Completion of different practical activities on work satisfaction and commitment.
- Topic 3. The social identity in organisations.
 - Practical activities. Through different exercises, students analyse the role of different social identities in the organisation.

- Topic 4. Motivation at work.
 - Practical activities. Through different exercises, students will put into practice the concepts learned about the role of motivation in organisations.
- Topic 5. Leadership and power in organisations.
 - Practical activities. Leadership and gender inequalities. Leadership processes will be analysed from the perspective of gender.
- Topic 6. Organisational culture and climate.
- Topic 7. Organisational change and development.
 - Practical activities. The process of organisational change, climate and culture and their assessment will be analysed. Research project. Over the course of the term, students will complete a research project.