

**FITXA IDENTIFICATIVA****Dades de l'Assignatura**

<b>Codi</b>	46448
<b>Nom</b>	Organisation and cognition
<b>Cicle</b>	Màster
<b>Crèdits ECTS</b>	5.0
<b>Curs acadèmic</b>	2024 - 2025

**Titulació/titulacions**

<b>Titulació</b>	<b>Centre</b>	<b>Curs</b>	<b>Període</b>
2248 - Internati. Joint Research Master Work&Organizat.	Facultat de Psicologia i Logopèdia	1	Primer quadrimestre

**Matèries**

<b>Titulació</b>	<b>Matèria</b>	<b>Caràcter</b>
2248 - Internati. Joint Research Master Work&Organizat.	4 - Organisation and cognition	Obligatòria

**RESUM**

This course is taught during the first semester at the first academic year at Maastricht University.

Prof. G.J.A.M. L. Uitdewilligen is the coordinator lecturer.

With this course, we aim to provide students with structured scientific knowledge of the main topics of organizational psychology and to develop their ability to apply this knowledge to practical day-to-day problems organizations face. They will learn about the main theories and concepts related to strategy, leadership, teamwork, innovation, organizational culture and climate, and change management. We designed the problems as cases that resemble real organizations. Students will be asked to take the viewpoint of a consultant applying these theories and concepts to these problems.

Two important aspects are considered for all problems throughout this course: 1) The interrelatedness between topics and 2) the multilevel structure of organizations. First, the different concepts and topics do not stand on their own but are interrelated. For instance, leadership can affect an organizational culture and vice versa. Therefore, it is important to explicate such connections between the different concepts and problems and to develop an overview of how all topics relate to each other.



Second, processes in organizations occur at multiple levels. For instance, innovation occurs at the individual, team, and organizational level. Moreover, concepts at these different levels can influence each other both bottom-up and top-down. As a bottom-up example, individual level creativity is essentially required for a team and an organization to be creative. As a top-down example, an organization's climate for innovation is likely to affect individual level creativity. Therefore, we explicitly take a multilevel perspective, examining constructs at the micro (individual), meso (team), and macro (organizational) levels. Importantly we also discuss relationships among constructs at these three levels.

## CONEIXEMENTS PREVIS

### Relació amb altres assignatures de la mateixa titulació

No heu especificat les restriccions de matrícula amb altres assignatures del pla d'estudis.

### Altres tipus de requisits

Sense requisit prèvis.

Students are able to

- summarize and explain current research findings on strategy, leadership, teamwork, innovation, organizational culture and climate, and change management;
- compare and contrast studies in organizational psychology and find research gaps;
- translate scientific findings into practical everyday language.
- contribute to group assignments that require generating an intervention proposal
- prepare a consultancy intake session
- present scientific articles to peers.

## DESCRIPCIÓ DE CONTINGUTS

### 1. Paraules clau:

Estratègia

Lideratge

Innovació

Treball en equip

Clima i cultura organitzacional

Gestió del canvi



## VOLUM DE TREBALL

ACTIVITAT	Hores	% Presencial
Classes teoricopràctiques	50,00	100
Estudi i treball autònom	75,00	0
<b>TOTAL</b>	<b>125,00</b>	

## METODOLOGIA DOCENT

Assignment(s),

Lecture(s),

Problem-Based Learning,

Presentation(s)

## AVALUACIÓ

Presentation, Final paper, Assignment

## REFERÈNCIES