

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

Codi	46449
Nom	Human performance
Cicle	Màster
Crèdits ECTS	5.0
Curs acadèmic	2024 - 2025

Titulació/titulacions

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

Matèries

Titulació	Matèria	Caràcter
2248 - Internati. Joint Research Master Work&Organizat.	5 - Human performance	Obligatòria

RESUM

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

Prof. Alicia Walkoviak is the coordinator lecturer.

Performance and motivation are central themes in the field of work and organizational psychology. For organizations, it is important that employees can perform in an optimal way, and in this course we will address factors that influence the performance and motivation levels of employees, while at the same time also taking the perspective of the employee by also focusing on the link between performance and wellbeing. Hence, this course focuses on the factors that affect employee performance and motivation in the work environment. Students will learn about different factors that influence performance and motivation and they will develop an understanding of different topics with a focus on the underlying models and theories, and the employed methodologies and measurement instruments.

The first part of this course focuses on motivation and effort regulation. Different types of motivation will be discussed, as well as motivational theories. Related to this, the role of mental effort and resources will be discussed. Next, the focus will be on (interruptions on) work flow and the role of concentration. We will also discuss different types of performance (such as organizational citizenship behaviour and counterproductive work behaviour). Students will study the concept of job performance not only as a static construct, but also as a dynamic process, in which we will focus on learning and adaptation. Lastly, the link between performance and wellbeing at work will also be discussed.



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

S e n s e r e q u i s i t s p r è v i s .

Students should be able to:

- read and understand literature that describes research related to the cognitive processes underlying topics;
- understand and discuss the employed method and results of the empirical studies in the course literature;
- create a relationship between real-world occupational issues, theories of underlying cognitive mechanisms and related empirical research;
- use the awareness of this relationship to formulate sensitive approaches to occupational issues.

DESCRIPCIÓ DE CONTINGUTS

1. Paraules Clau

Motivació
Establiment d'objectius
Regulació de l'esforç
Accompliment dinàmic
Fluix de treball
Comportament laboral contraproductiu
Comportament de ciutadania organitzacional
Envelliment



VOLUM DE TREBALL

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

METODOLOGIA DOCENT

Lecture(s),

Paper(s),

Problem-Based Learning

AVALUACIÓ

Written exam,

Attendance,

Final paper

REFERÈNCIES