

**COURSE DATA****Data Subject**

<b>Code</b>	33309
<b>Name</b>	Social psychology of work
<b>Cycle</b>	Grade
<b>ECTS Credits</b>	6.0
<b>Academic year</b>	2019 - 2020

**Study (s)**

<b>Degree</b>	<b>Center</b>	<b>Acad. year</b>	<b>Period</b>
1319 - Degree in Psychology	Faculty of Psychology and Speech Therapy	2	First term

**Subject-matter**

<b>Degree</b>	<b>Subject-matter</b>	<b>Character</b>
1319 - Degree in Psychology	10 - Social psychology of work	Obligatory

**Coordination**

<b>Name</b>	<b>Department</b>
RAMOS LOPEZ, JOSE	306 - Social Psychology

**SUMMARY**

Social Psychology of Work is a compulsory lecture included in the first semester of second academic year at the Degree in Psychology, with 6 ECTS.

This matter follows the ENOP (European Network of Organizational Psychology), which describes the contents, methods and minimum requirements for the professional training in Work, Organization and Personnel Psychology in Europe. Social Psychology of Work studies the activity of workers, who individually or in a collective manner performs the tasks derived from the work processes that take place in modern organizations.

The matter aims to provide students the theoretical knowledge and the abilities required to interpreting, measuring, explaining and diagnosing the main processes related with labor activities. Contents of Social Psychology of work are closely related with those of Organizational Psychology, included in the third academic year at the Degree in Psychology. Their contents are complemented with those of the following optional lectures: Human Resources' Psychology (Personnel Psychology), Social Psychology of Organizational Change and Development, and Economic and Consumer Psychology, inside the mention in Work, Organizations and Personnel Psychology.



## PREVIOUS KNOWLEDGE

### Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

### Other requirements

Knowledge of matters Social Psychology (I & II) and Statistics.

## OUTCOMES

### 1319 - Degree in Psychology

- Ser capaz de elaborar informes orales y escritos.
- Conocer las principales teorías sobre el trabajo y los procesos psicológicos básicos de la actividad laboral.
- Conocer los factores personales, grupales y contextuales que influyen sobre la actividad laboral.
- Ser capaz de describir y medir las variables psicosociales implicadas en el trabajo y los procesos de interacción grupal.
- Ser capaz de identificar diferentes problemas y necesidades.
- Saber analizar e interpretar los resultados de la evaluación.
- Ser capaz de gestionar información (búsqueda y análisis de documentos).
- Ser capaz de evaluar de forma crítica la información y desarrollar pensamiento creativo.

## LEARNING OUTCOMES

To define work as a psychosocial phenomenon and the changes in the concept of work

To identify attitudes toward work and occupational values

To identify and promote the factors associated to work involvement

To identify the gender issues relevant to occupational dimensions

To describe the process of occupational socialization and roles' acquisition

To identify and assess tasks, jobs, roles and occupations

To design work programs and systems and job analysis

To define new forms of working organization, at individual and group levels, as well as to define teamwork



To increase work motivation and performance

To assess job satisfaction and other job outcomes

To identify and assess factors relevant to stress, burnout and occupational health

## DESCRIPTION OF CONTENTS

### 1. Psychological approach to studying work in a changing environment

Psychological approach to the study of work activity

Definition and delimitation of Work and Organizational Psychology

Changes and transformations of work activity and their consequences

### 2. Work attitudes and values

Work ethics and meaning of working

Work values

### 3. Work design: jobs, roles and socialization at work

Work, tasks, jobs, roles, occupations

Approaches to task and job analysis

Roles at work and occupational socialization

### 4. New forms of working: team-work

Team working and groups at work

Team work effectiveness and productivity

New forms of work in organizations

### 5. Motivation, work satisfaction and performance

Intrinsic and extrinsic motivation

Main theories of motivation at work

Work satisfaction: definition, dimensions and assessment

Main theories of work satisfaction

Work performance

**6. Stress and health at work**

Work stress: definitions and main theories

Stress: Consequences for workers and organizations

Burnout: explanatory models and consequences

**WORKLOAD**

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	60,00	100
Attendance at events and external activities	5,00	0
Development of group work	15,00	0
Development of individual work	10,00	0
Study and independent work	15,00	0
Readings supplementary material	10,00	0
Preparation of evaluation activities	35,00	0
<b>TOTAL</b>	<b>150,00</b>	

**TEACHING METHODOLOGY**

Learning methodology includes teacher's explanations, exercises, case studies, debates, elaborating and presenting written reports, practical work, role playing and other activities proposed by teachers. Students' involvement and active participation is required.

Assessment of learning requires the development and delivery of classroom activities, elaborations of two written reports and passing one knowledge written exam.

**EVALUATION**

The assessment of this matter will be developed through the following criteria and methods:

*-Assessment of theoretical and practical contents from the matter, through oral or written exams or performance tests.* Results from this exams or test will weigh the 60% of final matter marks.

*-Development and oral or written presentation of two reports, practical assignments of qualitative or quantitative studies.* Results from, these assignments will weigh the 20% of final matter marks. These activities will be developed during the classroom sessions (practical and experiential front-teaching methodology), and address specific competencies directly related with the matter contents, thus they are not submitted to recovery after the finishing of the specific sessions. Students should attend the lectures to receive marks.



-Active participation and elaboration of practical activities developed during the front-teaching sessions along the course. This part will weigh the 20% of final matter marks. These activities will be developed during the classroom sessions (practical and experiential front-teaching methodology), and address specific competencies directly related with the matter contents, thus they are not submitted to recovery after the finishing of the specific sessions. Students should attend the lectures to receive marks.

Requirements for passing the assessment of this matter are to obtain at least 5 points over 10 from exams and tests, as well as 5 points over 10 from the assignments and classroom activities together. Sum of both parties needs to be at least 5 over 10.

In case of advancement of evaluation for finishing the grade, the matter assessment will consist in the corresponding exam and the elaboration of practical reports established by the teacher.

Marks in this matter are subject to University Rules (Reglament d'Avaluació i Qualificació de la Universitat de València per a títols de Grau i Màster, ACGUV 108/2017 de 30 de maig de 2017)

([http://www.uv.es/graus/normatives/2017\\_108\\_reglament\\_avaluacio\\_qualificacio.pdf](http://www.uv.es/graus/normatives/2017_108_reglament_avaluacio_qualificacio.pdf))

For plagiarism behaviors, as well as claims and appeals from qualifications, University Rules, and usual procedures disposed by University of Valencia will be of application.

## REFERENCES

### Basic

- Alcover de la Hera, C. M.; Martínez Íñigo, D.; Rodríguez Mazo, F.; Domínguez Bilbao, R. (2004). Introducción a la psicología del trabajo. Madrid: McGraw-Hill.
- Chmiel, N. (ed.) (2008). An introduction to work and organizational psychology: A European perspective, 2nd ed. Malden, MA: Blackwell.
- Gil-Monte, P.R. (Coord.) (2014), Manual de Psicosociología aplicada al trabajo y a la prevención de los riesgos laborales. Madrid; Pirámide.
- Muchinsky, P. (2004). Psicología aplicada al trabajo. Madrid: Paraninfo.
- Oscá, A. (ed.) (2004). Psicología del Trabajo y de las Organizaciones. Madrid: Ed. Sanz y Torres.
- Peiró Silla, J. M. y Prieto, F. (Dirs.) (1996). Tratado de psicología del trabajo. Vol. 1 y 2. Madrid: Síntesis.
- Quintanilla, I (2013) Psicología social del trabajo. Madrid: Pirámide.
- Woods, S.A. & West, M.A. (2010). The Psychology of Work and Organization. Chertson House, Hampshire: Cengage Learning EMEA.





### **Additional**

- Agullo, E. y Ovejero, A. (Coord) (2001). Trabajo, Individuo y Sociedad. Perspectivas psicosociológicas sobre el futuro del trabajo. Madrid: Pirámide.
- García Izquierdo, M (1999) Psicología del trabajo y de las organizaciones: fundamentos psicosociales del comportamiento en las organizaciones. Murcia: DM.
- Gil-Monte, P. R. (2005). El síndrome de quemarse por el trabajo (burnout): una enfermedad laboral en la sociedad del bienestar. Madrid: Pirámide.
- Munduate, L. (1992). Psicosociología de las Relaciones Laborales. Barcelona: PPU.
- Ordóñez Ordóñez, M. (Coord.) (1997). Psicología del trabajo y gestión de recursos humanos. Madrid: AEDIPE.
- Osca Segovia, A. (ed.) (2004). Prácticas de psicología del trabajo y de las organizaciones. Madrid: Sanz y Torres.
- Palací Descals, F. J. et al. (2004). Psicología de la organización. Madrid: Pearson Educación.
- Peiró, J. M. (2000). Desencadenantes del estrés laboral. Pirámide.
- Quintanilla, I. (2002) Empresas y personas. Gestión del conocimiento y capital humano. Madrid: Díaz de Santos.
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- Salanova, M. y Schaufeli, W. B. (2009). El "engagement" en el trabajo: cuando el trabajo se convierte en pasión. Madrid: Alianza.
- Trechera, J. L. (2003). Introducción a la psicología del trabajo. Desclée de Brouwer.

### **ADDENDUM COVID-19**

**This addendum will only be activated if the health situation requires so and with the prior agreement of the Governing Council**

**English version is not available**