VNIVERSITAT ΦΦ ID VALÈNCIA

COURSE DATA

Data Subject	
Code	33309
Name	Social psychology of work
Cycle	Grade
ECTS Credits	6.0
Academic year	2022 - 2023

Study (s)			
Degree	**Center**	**Acad. year**	**Period**
1319 - Degree in Psychology	Faculty of Psychology and Speech Therapy	2	First term

Subject-matter		
Degree	**Subject-matter**	**Character**
1319 - Degree in Psychology	10 - Social psychology of work	Obligatory

Coordination	
Name	**Department**
RAMOS LOPEZ, JOSE	306 - Social Psychology
RODRIGUEZ MOLINA, ISABEL	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

It is advisable to have knowledge of Social Psychology (I & II) and Statistics.

OUTCOMES

1319 - Degree in Psychology

- Be able to identify differences, problems and needs.
- Know how to analyse and interpret the results of assessment.
- Be able to prepare oral and written reports.
- Know the main theories about work and the basic psychological processes of the work activity.
- Know the personal, gender, group and context factors that influence the work activity.
- Be able to describe and measure the psychosocial variables involved in work and the processes of group interaction.

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

Definition and delimitation of the Psychology of Work and Organizations
Work as a social phenomenon and human activity.
Transformations in the socio-economic environment and the labor market.
Changes at work and their implications for work activity.
The study of work from Psychology.

2. Work socialization and the meaning of work.

The concept of work.
Psychosocial functions of work.
Work socialization. Socialization tactics
Concept of meaning of Work.
Centrality and importance of work.
Societal norms and beliefs about work.
Work values.

3. Work design: Jobs and roles

Tasks, positions, roles, and occupations: conceptual delimitation
The study of tasks and jobs
The study of roles.
Performance concept.
Role and extra-role behaviors.

4. Work motivation

Introduction: Work activity as motivated behavior.
Motivating aspects of work: work environment and work content.
Motivational constructs of work related to work activity.
Main theories of work motivation

5. Job satisfaction

Job satisfaction concept.
Models and theories on job satisfaction.

6. Team work

The concept of working group. Group and collective task
The concept of team work
Group processes.
Group effectiveness.

7. Stress and health at work

Conceptual delimitation of stress and interpretive models.
Coping with work stress.
Conceptual delimitation of the burnout syndrome and explanatory models.
Organizational intervention for the prevention and management of work stress.

WORKLOAD

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	60,00	100
Development of group work	20,00	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
TOTAL	150,00	

TEACHING METHODOLOGY

The teaching methodology includes presentations by the teacher, exercises, case studies, presentation of reports, realization of practical work, discussions and debates in class, and other teaching activities that may be proposed by the teaching staff.

The involvement and active participation of the student in the learning process is required.

The evaluation requires the completion of the activities proposed in class, the completion of reports and passing a written knowledge test.

The use of mobile phones, tablets and personal computers should be limited to the activities related with this course, following the methodology stablished by the lecturer.

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 written exams* (test or short questions). Results from these exams or tests will weigh the 60% of the final grade.

- *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 the final grade. Part of these activities will be developed during the classroom sessions (practical and experiential front-teaching methodology), and address specific competencies directly related with the contents of the subject, thus they cannot be delivered on second call. Students must attend the classes to receive this part of the grade. To be accounted for in the evaluation, the student must attend the face-to-face part of them (except for force majeure). If absences exceed a third of these sessions, they will not be considered in the evaluation.

- *Active participation and elaboration of practical activities developed during the front-teaching sessions along the course*. This part will weigh the 20% of the final grade. These activities will be developed during the classroom sessions (practical and experiential front-teaching methodology), and address specific competencies directly related with the contents of the subject, thus they cannot be delivered on second call. Students must attend the classes to receive this part of the grade. To be accounted for in the evaluation, the student must attend the face-to-face part of them. If absences exceed a third of these sessions, they will not be considered in the evaluation.

Requirements to pass the course:

- Get at least a 5 out of 10 on the exam. If the exam grade is lower, the grade of the activities and reports will not be added, and the student will have to go to the second call.

- The sum of all parts must be at least 5 points out of 10.

- On second call, the student can only recover the exam. The exam follows the same criteria as in the first call. If at least a 5 out of 10 is obtained, the grade previously obtained in the reports and activities will be added.

To be awarded with honors, students must have a minimum grade of 9.5. From this grade, the decision to award with honors will depend on the teacher based on the work done throughout the course.

Plagiarism in one or more of the activities, reports or exams (individual or in group) developed by the student will automatically lead to a "fail" in this course for the author/s. Fraud practices will be confronted with the Protocol for fraud practices form the University of Valencia (ACGUV 123/2020):

https://www.uv.es/sgeneral/Protocols/C83sp.pdf.

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)

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

REFERENCES

Basic

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Chmiel, N. (ed.) (2008). An introduction to work and organizational psychology: A European perspective, 2nd ed. Malden, MA: Blackwell.

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Muchinsky, P. (2004). Psicología aplicada al trabajo. Madrid: Paraninfo.

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Quintanilla, I (2013) Psicología social del trabajo. Madrid: Pirámide.

Woods, S.A. y West, M.A. (2010). The Psychology of Work and Organization. Cheriton 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.

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Munduate, L. (1992). Psicosociología de las Relaciones Laborales. Barcelona: PPU.

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