

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

Code	33316
Name	Organisational psychology
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	3	Second term

Subject-matter

Degree	Subject-matter	Character
1319 - Degree in Psychology	16 - Organisational psychology	Obligatory

Coordination

Name	Department
MARTINEZ CORCOLES, MARIO	306 - Social Psychology

SUMMARY

The subject of Organizational Psychology is aimed at students acquire and develop skills related with the peoples' development in organizations. Students will acquire a proper understanding of organizational phenomena from an eminently psychological perspective.

The subject explores the different theoretical approaches that have been developed within the discipline and collectively analyze the processes that become by social interaction.



Also, since the intervention is a fundamental dimension of Organizational Psychology, the student is expected to develop their skills through practical cases and problems to familiarize themselves with possible work fields.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

No requirements.

OUTCOMES

1319 - Degree in Psychology

- Students must have the ability to gather and interpret relevant data (usually in their field of study) to make judgements that take relevant social, scientific or ethical issues into consideration.
- Know how to describe and measure interaction processes, group dynamics and group and intergroup structures.
- Be able to identify group and intergroup problems and needs.
- Know how to describe and measure interaction processes, organizational and inter-organizational dynamics and structures.
- Know how to analyse the context where individual behaviour and group and intergroup processes are developed.
- Know how to select and manage tools, products and services, and identify stakeholders.
- Know how to provide appropriate feedback to patients.
- Be able to prepare oral and written reports.
- Understand the psychosocial principles of the functioning of groups and organizations, as well as the basic laws of psychosocial processes.
- Know the main theories about the functioning of organizations and organizational behaviour.
- Know different methods of assessment and intervention in the field of organizations.
- Identify recipients' needs and demands in the organizational field.
- Know how to select and implement the appropriate tools, products and services in organizational contexts.



LEARNING OUTCOMES

- To know the main theoretical approaches to the study of organizational psychology.
- Analyze the context in which behaviors are developed in organizations.
- Understand, describe, evaluate and diagnose the structure, climate and culture and organizational processes.
- Identify problems and needs of organizations.
- Identify/assess organizational results.

DESCRIPTION OF CONTENTS

1. Topic 1. Theoretical approaches.

Rationalist approaches of organizations: scientific management and bureaucracy theory.
The social dimension of organizations and human resources approaches. Organizations as political systems and socio-cognitive approach.

2. Topic 2. Organizational Structure.

Organizational Structure: main dimensions and structural configurations.

3. Topic 3. Climate and organizational culture.

The climate and culture of organizations.
Organizational Climate and relationships with the environment.

4. Topic 4. Organizational processes.

Communication and Decision Making.
Power and Conflict in Organizations.
Equity and Justice in Organizations.
Leadership in organizations.
Organizational Learning.

5. Topic 5. Other themes in psychology of organizations.

Organizational Effectiveness.
Healthy Organizations.
Intervention in organizations.

**WORKLOAD**

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	60,00	100
Attendance at events and external activities	2,00	0
Development of group work	20,00	0
Development of individual work	20,00	0
Preparation of evaluation activities	30,00	0
Preparing lectures	9,00	0
Preparation of practical classes and problem	9,00	0
TOTAL	150,00	

TEACHING METHODOLOGY

- Exhibitions and presentations of the subject' contents.
- Performance of practical activities (practice hours, supervised seminars and individual and group exercises).
- Scheduled office hours (individual and / or in group).
- Preparation of work. Study, preparation and conduct of exams.

EVALUATION

SE1.-Rating of theoretical and practical content through oral, written or performance skills tests (examination). It represents 50% of the final grade for the course.

SE2.- Oral or written presentation of reports, individual or group tasks, case reports, problem solving cases and management of diagnostic tests (practical reports). It represents 30% of the final grade for the course

SE3.- Active participation in classroom activities, seminars and workshops and motivation for the quality of the learning outcomes (classroom activities). It represents 20% of the final grade for the course

SE1 will be recoverable in the second examination sitting. SE2 and SE3 will not be recoverable in the second examination sitting.

Grading system

The qualification of the subject will abide to what is stipulated in the Reglament d'Avaluació i Qualificació de la Universitat de València per a títols de Grau i Màster (ACGUV 108/2017 of May 30, 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)

Minimum requirements:

Get at least 5 out of 10 in the assessment of theoretical and practical contents through oral, written or performance skills (SE1, exam) to sum up the reports (SE2) and class activities (SE3). If the mark in the exam is lower, the mark of the other evaluation systems will not be added.

In addition, to consider the reports' grade (SE2) and class activities (SE3) in the final grade for the course, the student must meet the minimum participation requirement for these activities. It is necessary to participate in these work sessions to be able to develop the reports satisfactorily, favor the learning process and continuous evaluation, and guarantee that the learning objectives established in each case are achieved.

The writing of the reports and works must have a level corresponding to a university degree to be evaluated (spelling, grammar, semantics ...).

Distinction grades will follow the provisions set in the Article 17 of the UV Evaluation and Grading Regulations. The procedure to be followed in case of a tie will be established by the teaching staff at all times, notifying the involved students in the case of a written or oral test in which the contents of the subject will be evaluated.

In the event of fraudulent practices, the Action Protocol for fraudulent practices at the University of Valencia will be applied (ACGUV 123/2020): <https://www.uv.es/sgeneral/Protocols/C83sp.pdf>.

The detection of plagiarism in one or more of the works to be developed by the student (activities, reports, both individually and in group), will be an automatic failing grade in the subject for the author/s of the work/s.

REFERENCES

Basic

- Lorente, L., Tordera, N., y Moliner, C. (2013) *Prácticas de psicología de las organizaciones*. València: PUV.
- Martínez-Tur, V., Moliner, C. y Ramos, J. comp (2015). *Psicología de las organizaciones*. Madrid. Síntesis.
- Peiró, J. M. (1990). *Psicología de las Organizaciones* (Tomo I y II). Madrid: UNED.
- Robbins, S. P., Judge, T., & Campbell, T. T. (2010). *Organizational behaviour*. Financial Times Prentice Hall.
- Gilliland, S. W., & Paddock, L. (2005). Organizational justice across human resource management decisions. *International review of industrial and organizational psychology*, 20, 149-175.
- Gil-Monte, P. R. (Coord.) (2014). *Manual de Psicología Aplicada al trabajo y a la prevención de los riesgos laborales*. Madrid: Pirámide.



Additional

- Gil-Rodríguez, F. y Alcover, C. (Coord.) (2003). Introducción a la Psicología de las Organizaciones. Madrid: Alianza.
- Munduate, L. y Medina, F. J. (2005). Gestión del conflicto, negociación y mediación. Madrid: Pirámide.
- Osca, A. (2004) (Ed.). Psicología de las Organizaciones. Madrid: Sanz y Torres.
- Palací, F. J. (2005) (Coord.). Psicología de la Organización. Madrid: Pearson Prentice Hall.