

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

Code	33316
Name	Organisational psychology
Cycle	Grade
ECTS Credits	6.0
Academic year	2023 - 2024

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 - Assessment of theoretical and practical content through oral, written, or skills performance tests (exam). It represents 60% of the final grade for the subject.

SE2 - Oral or written presentation of reports, individual or group assignments, clinical cases, problem-solving, and management of diagnostic tests (practical reports). It represents 25% of the final grade for the subject.

SE3 - Active participation in class activities, seminars, workshops, and motivation for the quality of learning outcomes (class activities). It represents 15% of the final grade for the subject.

SE1 can be resat in the second assessment period. SE2 and SE3 can be resat in the second assessment period, but only at 50%, considering that their evaluation in the first assessment period includes an assessment of competencies acquired through class work (50% of the evaluation which cannot be resat) plus assessment of knowledge (50%, which can be resat in the second assessment period).

Grading system: The grading of this subject is based on "Reglament d'Avaluació i Qualificació de la Universitat de València per a títols de Grau i Màster" (ACGUV 108/2017, May 30, 2017). [Link to the document: http://www.uv.es/graus/normatives/2017_108_Reglament_avaluacio_qualificacio.pdf]



Minimum requirements: Students must obtain at least a grade of 5 out of 10 in the assessment of theoretical and practical content through oral, written, or skills performance tests (SE1, exam); and at least a grade of 5 out of 10 in the assessment of competencies and theoretical and practical content in SE2 and SE3. If the grade is lower, the grade of the failed part will not be added, and it can be resat in the extraordinary assessment period with the restrictions established earlier for SE2 and SE3, by taking the assessment determined by the professor.

In the grading of SE2 and SE3, attendance and participation of students in classes (where activities related to these assessment systems are carried out) will be considered. The reports and assignments must be written at a level corresponding to a university degree to be evaluated (spelling, grammar, semantics, etc.).

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, 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 Psicosociología 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.