

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

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|----------------------|----------------------------|
| Code | 33343 |
| Name | Human resources psychology |
| Cycle | Grade |
| ECTS Credits | 4.5 |
| Academic year | 2018 - 2019 |

Study (s)

| Degree | Center | Acad. year | Period |
|-----------------------------|--|-------------------|---------------|
| 1319 - Degree in Psychology | Faculty of Psychology and Speech Therapy | 4 | Other cases |

Subject-matter

| Degree | Subject-matter | Character |
|-----------------------------|------------------------------------|------------------|
| 1319 - Degree in Psychology | 42 - Psychology of human resources | Optional |

Coordination

| Name | Department |
|--------------------------------|-------------------------|
| GRACIA LERIN, FRANCISCO JAVIER | 306 - Social Psychology |

SUMMARY

This is an elective course Introduction to Psychology of Human Resources. This course is especially designed for those students who want to work as occupational psychologists and organizations. Complement the training received in other subjects, mainly Work Psychology, Organizational Psychology and Organizational Change and Development. Job analysis, competency management, recruitment and selection, training: here, in addition to an introduction to the human resources function and the challenges it is facing today, the most important practices that constitute this function are addressed planning and career development, performance evaluation and compensation.

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 recommended to have passed the subjects Work Psychology and Organizational Psychology.
It is recommended to take simultaneously the subject Organizational Change and Development

COMPETENCES (RD 1393/2007) // LEARNING OUTCOMES (RD 822/2021)**1319 - Degree in Psychology**

- Be able to identify differences, problems and needs.
- Know how to provide appropriate feedback to patients.
- 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.
- Know how to identify organisational and inter-organisational problems and needs.

LEARNING OUTCOMES (RD 1393/2007) // NO CONTENT (RD 822/2021)

English version is not available

WORKLOAD

| ACTIVITY | Hours | % To be attended |
|--|---------------|------------------|
| Theoretical and practical classes | 45,00 | 100 |
| Development of group work | 10,00 | 0 |
| Development of individual work | 10,00 | 0 |
| Readings supplementary material | 2,50 | 0 |
| Preparation of evaluation activities | 15,00 | 0 |
| Preparing lectures | 15,00 | 0 |
| Preparation of practical classes and problem | 15,00 | 0 |
| TOTAL | 112,50 | |



TEACHING METHODOLOGY

The teaching methodology will be adapted to the purpose of the training: based on the transmission of information (lectures, conferences, etc.) when learning is aimed at the acquisition of knowledge, methodologies focused on the application (case studies, practical exercises methodologies, simulations ...), when what is intended is that students develop certain skills, and methodologies focused on student activity (debates, group discussions, brainstorming, presentation models, role-playing ...), when you aspire to development and / or changing attitudes among students. Since what is intended to develop skills among students, especially they emphasize the last two.

Moreover, as a general rule, the principle of "learning by doing" and "teamwork" are important general principles of this teaching methodology.

Characteristics that must have the training for adults will be taken into account: Practical, concrete, experiential, etc.

EVALUATION

First call:

The evaluation takes place through three types of actions. The first two emphasize the learning process, and the last, the learning outcomes:

1. Group practices. They are done outside of class and in group, to put into practice some of the competences that must be acquired throughout the course. This part will have a weight of 30% in the overall evaluation. In order to stimulate continuous learning, group feedback will be provided to students who demand it. The students will be aware of the qualification obtained in the group practices before the exam.

2. Activities. It is a set of exercises that students will normally do in their class schedule. It can be individual or in a group, and may also involve performing outside the classroom. This part will have a weight of 20% in the overall assessment. In order to stimulate continuous learning, group feedback will be provided to students who demand it. Students will be aware of the qualification obtained in the activities before the exam.

3. Exam. It will be a multiple-answer test which will be done at the conclusion of the course. Its weight in the overall evaluation will be 50%.



This way, the weight that is given in this subject to formative evaluation, continuous or learning process evaluation, and to the summative evaluation or learning outcomes evaluation is balanced, with 50% each. In this subject it will not be possible to anticipate the evaluation call.

Second call:

Group practices and activities are not recoverable, since they refer to learning outcomes that can not be assessed by exam in the second call. Nevertheless, the note obtained in both actions in first call is kept for the second.

Exam. In second call will be made a closed answer test type exam. Its weight in the overall evaluation will be 50%.

To obtain the global mark, we will have to add the mark obtained in the exam, and the one obtained in first call in the group practices and the activities.

Anyway, the qualification of the subject will be ruled by the Regulations of Qualifications of the University of Valencia (* ACGUV 12/2004)

(http://www.uv.es/graus/normatives/reglament_qualificacions.pdf). Complementarily, and in accordance with article 13 d) of the Statute of the University Student (RD 1791/2010, of December 30), it is a duty of a student to refrain from the use or cooperation in fraudulent procedures in the evaluation tests, in the works that are carried out or in official documents of the university. The teaching staff will check with the media of the University of Valencia if there has been plagiarism or total and partial copy, which will entail the automatic suspension of the matter without prejudice to other disciplinary measures contemplated in the current regulations.

REFERENCES

Basic

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Additional

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