

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

<b>Code</b>	33555
<b>Name</b>	Labour psychology
<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>
1309 - Degree in Labour Relations and Human Resources	Faculty of Social Sciences	1	First term

**Subject-matter**

<b>Degree</b>	<b>Subject-matter</b>	<b>Character</b>
1309 - Degree in Labour Relations and Human Resources	5 - Psychology	Basic Training

**Coordination**

<b>Name</b>	<b>Department</b>
BENEDITO MONLEON, MARIA DESAMPARADOS	306 - Social Psychology

**SUMMARY**

The work is one of the pillars on which modern societies are based and one of the main activities of the same. Thus, it has become more aspect important of life with significant implications to personal, group, organizational and social level. The importance of this phenomenon has led to approach its study from different disciplines scientific and for various purposes. Also the results of research on this phenomenon are useful to better understand the work and its significance for individuals and social groups, and their impact in social, institutional, business, family and individual structure.

On the other hand, more and more professionals trained in issues related to work there whose daily tasks are focused on improving labor and organizational life, including Degree qualified professionals with degrees in Industrial Relations and Human Resources. In this context, work psychology degree in Industrial Relations and Human Resources It is a core subject in their first year, constituting an introduction to the problems of work from the perspective of psychology, whose content has special relevance for future performance professional graduates.

However, the Work Psychology is one of the content areas that give body to the area



theme called industrial and organizational psychology. Therefore, training in this field complements other subjects that are included in this subject area.

## PREVIOUS KNOWLEDGE

### Relationship to other subjects of the same degree

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

### Other requirements

This is an introductory course for first course, are not needed because more prerequisites than those required to enroll in the degree

## OUTCOMES

### 1309 - Degree in Labour Relations and Human Resources

- Students must have acquired knowledge and understanding in a specific field of study, on the basis of general secondary education and at a level that includes mainly knowledge drawn from advanced textbooks, but also some cutting-edge knowledge in their field of study.
- Students must be able to apply their knowledge to their work or vocation in a professional manner and have acquired the competences required for the preparation and defence of arguments and for problem solving in their field of study.
- 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.
- Students must be able to communicate information, ideas, problems and solutions to both expert and lay audiences.
- Students must have developed the learning skills needed to undertake further study with a high degree of autonomy.
- Be able to learn independently and develop initiative and entrepreneurship.
- Be able to organise and plan.
- Be able to manage information and to write and formalise reports and documents.
- Be able to analyse, synthesise and reason critically.
- Be able to solve problems, apply knowledge to practice and develop motivation for quality.
- Be able to communicate orally and in writing.
- Be able to use new information and communication technologies.
- Be able to work in a team.



- Respect and promote the principles of fundamental rights, gender equality, equal opportunities and non-discrimination, democratic values and sustainability.
- Know and apply the principles of the professional code of ethics.
- Know the basics of occupational health and risk prevention.
- Know and understand the social processes that structure work and production relations.
- Know and be able to analyse the psychological factors that determine work behaviour.
- Be able to interrelate the knowledge from the different academic disciplines that analyse the work environment.
- Analyse and evaluate the factors that determine inequalities in the world of work.
- Be able to select and manage social and labour information and documentation.
- Be able to apply motivational techniques and to improve the work environment.

## LEARNING OUTCOMES

- Know the main personal and situational factors influencing work behavior and on the attitudes of people at work
- Be able to analyze and assess motivation and job satisfaction
- Apply techniques to improve motivation and job satisfaction
- Be able to analyze and evaluate job stress
- Apply techniques to control workplace stress
- Be able to make decisions in order to achieve the fit between the person and the work place

## DESCRIPTION OF CONTENTS

### 1. Introduccion to Work Psicology

1. The industrial psychology.
2. Fields of application of industrial psychology.
3. Functions graduate RRLL

### 2. Meaning of Labor and labor values

1. The concept of work.
2. Functions of the work.
3. Dimensions of the meaning of work: Centrality and Policy Guidance.
4. Work values



### **3. Tasks, jobs and roles**

1. Structure of work: jobs and roles.
2. Position and roles: definition and perspective.
3. Dysfunctions in the performance of roles: ambiguity and role conflict

### **4. Work conditions**

1. Classification of working conditions: An integrative proposal.
2. Environmental conditions of work.
3. Conditions relating to workload: fatigue.
4. Temporary Conditions: work schedules.
5. psychosocial approach to job security: time pressure and accident prevention

### **5. Work motivation**

1. Main motivational theories.
2. vs. extrinsic motivational orientation Extrinsic.
3. Personal variables related to motivation.
4. Motivational Strategies in organizations

### **6. Work satisfaction**

1. Models and Theories of job satisfaction.
2. Job satisfaction and organizational behavior

### **7. Adjust person-work**

1. Components of person- job fit.
2. Overview of work stress.
3. Vocational Perspective.
4. Perspective of motivation and job satisfaction.
5. Other contributions

### **8. Work stress**

1. Conceptual definition of stress concept.
2. An integrative model of work stress.
3. Sources of workplace stress.
4. Consequences of work stress.
5. Intervention strategies for prevention and management of work stress from experimental results.

**WORKLOAD**

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	60,00	100
Development of group work	10,00	0
Development of individual work	8,00	0
Study and independent work	20,00	0
Readings supplementary material	2,00	0
Preparation of evaluation activities	20,00	0
Preparing lectures	15,00	0
Preparation of practical classes and problem	5,00	0
Resolution of case studies	10,00	0
<b>TOTAL</b>	<b>150,00</b>	

**TEACHING METHODOLOGY**

In the sessions whose content is primarily theoretical, the predominant teaching method will be to expository teaching consisting of presentations with audiovisual didactic support, however is encouraged at all times the student participation.

In the sessions whose content is primarily practical classes will be developed with a differentiated approach depending on the practice takes place. However, the structure of the development of the task class has the following steps:

1. Se give instructions and information that students need to execute the task.
2. Students perform the task individually or in groups.
3. the results extracted by each of the groups were pooled.
4. It provides them feedback on their work.
5. The phenomenon was checked and the logic behind the approach is explained from experimental results.

**EVALUATION**

The evaluation of the subject will be around two complementary criteria, assessment results and evaluation of the learning process:





Section A) The evaluation of results will be done by examination or final test format to specify (type test case short questions ...). This section will constitute 50% of the note.

Section B) Process evaluation (continuous assessment) will be made by the marks obtained in the (individual and / or group) work and attendance of lectures and active participation in the same. This section will constitute 50% of the note.

The final grade of this subject will be summative of the two previous sections (evaluation of the results and evaluation of the learning process). However, this sum will only be possible if at least 4 out of 10 is obtained in the exam (Section A). If a student has 5 or more points, but does not fulfill the requirement of Minimum exam score, the final score would be 4.9 (fail).

The rating of Section B, to be realized during the course, can not be described again in the second round, being the same note as it had in the first.

If advance notice, the assessment will consist of a written whose weighting in the final grade exam will be 70% of the final mark (Section A), and the realization of all practices (Section B) whose weighting in the final grade it will be 30%.

The rating of the subject shall be subject to the provisions of the Regulations ratings the University of Valencia (ACGUV 12/2004).

([Http://www.uv.es/graus/normatives/Reglament\\_qualificacions.pdf](http://www.uv.es/graus/normatives/Reglament_qualificacions.pdf))

According to this, it is specified in numerical expression from 0 to 10 with a decimal, using the following rating scale:

- 0 to 4.9: suspense.- 5 to 6.9: adopted.- From 7 to 8.9: remarkable. - From 9 to 10: Outstanding or outstanding honors.

Only the different sections listed in the evaluation when the minimum requirements for each are exceeded will be added.

The minutes of the subject is the qualification obtained at the first call in accordance with the following rules incorporate:

- If there is no qualifying section A, the rating will not be presented, regardless of the rest.
- If there are qualifications in all sections of assessment and no minimum requirements are met in any of them, consist SUSPENSO and corresponding footnote to paragraph which has not been exceeded base10.
- If there are qualifications in all sections of assessment and does not exceed 50% of the course, consist SUSPENSO and the sum of the two sections in base10.
- If both sections are qualifying and the sum of both exceeds 50% of the subject but not the double requirement of 50% in each section, the final score would be 4.9 (fail)

On second call, it proceeds according to the following rules:

- Only fit the NO PRESENTADO option when has not been presented to more than one of the sections of assessment, including among these the highest weighting.
- If there are qualifications in all sections of assessment and no minimum requirements are met in any of them, and the note will consist SUSPENSO base 10 corresponding to the section that has not been surpassed. If more than one section, the unsurpassed, consist the maximum score within the suspense in base 10.
- If it does not exceed one or more of the minimum requirements and lack a section evaluation shall be recorded and numerical note SUSPENSO base 10 of qualification paragraph not exceeded.
- If two evaluation points are exceeded and there is a third party that has not presented evidence evaluation shall be recorded SUSPENSO and as rating, the average score being 0.0 presented non-party



(maximum possible 4.9).

- If the test higher weight is exceeded, but evidence is lacking in one or more of the other sections, consist SUSPENSO. parts are added together and: a) if the sum is less than 5, it will be recorded as a result; b) if the sum is greater than 5, it shall be recorded 4.9.

The consultation and appeal of the qualification obtained in assessment tasks, shall be subject to the provisions of Regulation Contesting Ratings (ACGUV of April 29, 2008 (<http://www.uv.es/=sgeneral/Reglamentacio/Doc/Estudis/C9.pdf>) it is necessary to complete this section, remember that evaluation copy or overt plagiarism of any part of the assessment task will make it impossible to pass the subject, then undergoing disciplinary procedures timely.  
Note that, according to Article 13 d) of the Statute of Student University (RD 1791/2010, of December 30), it is the duty of a student abstain from use or cooperation in fraudulent procedures in the assessment tests in the work carried out in official documents or college.

## REFERENCES

### Basic

- Peiró, J.M. y Prieto, F. (eds.) (1996). Tratado de Psicología del Trabajo (vol. I). Madrid: Síntesis
- Prieto, F. y Peiró, J.M. (eds.) (1996). Tratado de Psicología del Trabajo (vol. II). Madrid: Síntesis

## 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**