

**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>	2023 - 2024

**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**

Work is one of the pillars on which today's societies are built and one of their main activities. Thus, it has become one of the most important aspects of life with relevant implications at personal, group, organisational and social levels.

The importance of this phenomenon has led to its study from different scientific disciplines and for different purposes. Moreover, the results of research on this phenomenon are useful to better understand work and its meaning for people and social groups, and its impact on the social, institutional, business, family and individual structure.

On the other hand, there are more and more professionals with more training in work-related issues whose daily tasks are focused on the improvement of working and organisational life, and here we find people with a degree in Labour Relations and Human Resources.



In this context, Work Psychology in the Degree in Labour Relations and Human Resources is a first-year basic training subject, constituting an introduction to the problems of work from the perspective of Psychology, the content of which is particularly relevant for the future professional performance of people graduating in Labour Relations and Human Resources.

However, Work Psychology is one of the content areas that give shape to the thematic area known as Work and Organisational Psychology. Therefore, training in this field is complemented by other subjects 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. Introduction to Work Psychology

1. The industrial psychology.
2. Fields of application of industrial psychology.
3. Functions of the person graduate in 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. Work motivation**

1. Main motivational theories.
2. Extrinsic vs intrinsic motivational orientation
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 carried out around two complementary criteria, evaluation of results and evaluation of the learning process:

Section A) The evaluation of the results will be carried out by means of a final exam or test with format to be specified (test type, case, short questions ...). This section will constitute 60% of the note. The maximum score that can be obtained therefore will be a 6.

Section B) The evaluation of the process (continuous evaluation) will be carried out through the notes obtained in carrying out the practical dossier (30%) and evaluating attendance and active participation in the theoretical classes (10%). This section B, as a whole, will constitute 40% of the final grade. The maximum score that can be obtained therefore will be a 4.

The final grade for this course 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 when, in the exam (Section A), at least a 2,5 out of 6 is obtained. If it were the case that a student add 5 or more points between the two sections, but without meeting the minimum score requirement of the exam, his final grade would be suspended, with the grade obtained in the exam.

The attendance of the theoretical classes and the active participation in them (10% of section B), for take place during the course, can not be graded again on the second call. If the student does not pass the subject on first call, if it is presented on second call of the same academic year, the same grade that you had in the first announcement.

In the event of an early examination, the evaluation will consist of a written exam whose weighting in the final mark will be 60% (Section A). The sum of the presentation of the practical dossier (30%) plus the mark obtained for attendance and active participation in theory classes (10%) will make up the remaining 40% of the final mark (section B).

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 grades in all the evaluation sections and minimum requirements are not met in the section A, will contain SUSPENSE and the grade corresponding to the grade obtained in the exam (section A).

If there are grades in all the evaluation sections, the minimum requirements in the section A, but a score of 5 or higher is not obtained, it will be SUSPENDED and the grade will be the sum of the two sections.



In relation to section B (process evaluation), in the second call, only one of the practical exercises that is failed (score lower than 0.5, because the maximum score for each of the practical exercises is 1 point) or not presented can be recovered. To do so, a new practical will be carried out and the delivery will be individual. The student must contact the teaching staff and request it, in each case the date of delivery will be established by the teaching staff, but in no case may it be later than the official date of the exam in the second call. The percentage of the mark corresponding to attendance and participation in class (10%) cannot be recovered in the second sitting.

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](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 collage.

## REFERENCES

### Basic

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