

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

Code	35862
Name	Work psychology
Cycle	Grade
ECTS Credits	4.5
Academic year	2019 - 2020

Study (s)

Degree	Center	Acad. year	Period
1313 - Degree in Business Management and Administration	Faculty of Economics	4	First term

Subject-matter

Degree	Subject-matter	Character
1313 - Degree in Business Management and Administration	37 - Organisational behaviour and human factor	Optional

Coordination

Name	Department
GARCIA SERRA, NURIA	306 - Social Psychology
RAMOS LOPEZ, JOSE	306 - Social Psychology

SUMMARY**English version is not available**

El trabajo constituye uno de los pilares sobre los que se asientan las sociedades actuales y una de las principales actividades de las personas. De esta manera, se ha convertido en uno de los aspectos centrales de la vida, con relevantes implicaciones a nivel personal, grupal, organizacional y social. La importancia de este fenómeno ha hecho que se aborde desde diferentes disciplinas científicas y para fines diversos. Desde estas disciplinas, los resultados de la investigación nos permiten comprender mejor el trabajo y su significado para los individuos y grupos sociales, y sus repercusiones en la estructura social, institucional, empresarial, familiar e individual. Dentro de estas disciplinas, la Psicología ha realizado aportaciones relevantes que han contribuido a una mejor comprensión de los múltiples aspectos que configuran esa realidad permitiendo mejorar la actividad laboral y potenciando la satisfacción laboral y el desarrollo personal.



En este contexto, la Psicología del Trabajo en el Grado de 'Administración y Dirección Empresas' ofrece un análisis del fenómeno del trabajo desde una perspectiva psicosocial, estudiando qué significa el trabajo en la vida de las personas y sus valores laborales, cómo se desempeñan los puestos, las tareas y los roles laborales, los procesos de ajuste entre las demandas y recursos laborales con las necesidades y aportaciones de las personas, se abordan los fenómenos de la motivación laboral y la satisfacción en el trabajo, así como se analizan diversos aspectos relacionados con la salud laboral, como el estrés, el *burnout* o el bienestar en el trabajo

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

OUTCOMES

LEARNING OUTCOMES

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DESCRIPTION OF CONTENTS

1. Introduction to Work Psychology

Work Psychology and its relationship with other disciplines and fields of study.

Definition, professional competences, roles and functions to develop.

Psychosocial approach to work.

Recent trends and transformations in the world of work and their implications to work activity and workers.

2. Meaning of working and work values

Work, employment, jobs and occupations.

Psychosocial functions of work.

Meaning of working

Patterns of meaning of working.

Work values

Unemployment.

Psychosocial effects of unemployment.



Theories on Unemployment and moderator variables.
Unemployment and psychological well-being.

3. Work, jobs and roles

Work, jobs and roles: definition and differentiation.
Role performance.
Models of role-taking and role-making. Work socialization.
Extra-role behaviours.

4. Person-job fit

Person-job fit definition.

Models, dimensions and consequences from Person-job fit

5. Working conditions.

Taxonomy of working conditions.
Physical environment at work.
Time and working conditions: time schedules, shift work and workload.
Social conditions and work context.
Work climate and organizational characteristics.

6. Motivation at work

Motivation at work: concept and definitions
Intrinsic and extrinsic motivation at work.
Motivation and tasks characteristics.
Motivation and work context.
Main theories on motivation at work and motivational strategies.

7. Affective responses at work: job satisfaction

Job satisfaction: concept and definition.
Generation of affective states at work.
Consequences of emotions and affective states.



8. Stress, burnout and mobbing at work

Concept and different approaches to studying stress.

Models of work stress.

Work stressors.

Consequences of work stress.

Strategies to prevent stress at work.

Burnout: definition and dimensions.

Antecedents and consequences of burnout.

Mobbing at work.

WORKLOAD

ACTIVITY	Hours	% To be attended
Theory classes	30,00	100
Classroom practices	15,00	100
Study and independent work	40,00	0
Preparation of practical classes and problem	25,00	0
TOTAL	110,00	

TEACHING METHODOLOGY

At the beginning of each thematic unit, the lecturer will present the contents and learning materials for every topic. This information will be available at the virtual platform.

Didactic methods will be, predominantly, oral presentation with audio-visual support, stimulating and encouraging participation and active involvement of students.

Sessions devoted to practical activities will be developed following a differentiated methodology regarding the characteristics of each task. Structure of activities development will include the following steps:

- Instructions and information to students of every requirements need to fulfill the tasks.
- Students will develop and fulfill the tasks in small groups (3-4 members).
- Students will prepare a report regarding the content and development of activities.
- Feedback from lecturer to students about the development of activities and quality of results.



EVALUATION

Assessment of this course "Work Psychology" is composed by two different parts: Assessment of theoretical contents will account for the 65% of the overall course mark, and assessment of practices and exercises will account for the 35% of the overall course mark.

- **THEORY**

Assessment of the theoretical part will be composed of two elements:

- Exams, consisting in a questionnaire of objective answers about the contents of matter following the Index of contents on this Academic guide (55% of overall course mark).
- Tasks and activities developed in the lectures at the classroom, which will account for the 10% of the overall course mark. This part of assessment, as realized during the lectures, can not be recovered in any other moment.

- **PRACTICAL ASSESSMENT**

Students will elaborate three different practical activities along the course. These activities will be established by the lecturer at the beginning of the course. They will account for the 35% of the overall course mark, all three together.

These activities will be performed in small groups. One of them could be exposed publicly during the lectures in a date to be fixed.

Deadline for delivering every one of these activities will be communicated at the beginning of each activity.

Final scores in this course will be determined as the sum of both parts (theoretical and practical assessments). It is required to obtain at least 4 points over 10 in each part. In case that one part would be scored under 4 over 10, the student does not pass the course, despite the sum of theoretical and practical assessment would be upper 5.

Course assessment is submitted to the Norms of Qualification (Normativa de Calificaciones de la Universitat de València (ACGUV 12/2004). (http://www.uv.es/graus/normatives/Reglament_qualificacions.pdf).

Finally, Plagiarism and any way to copying contents in an appropriate form will lead to the established disciplinary sanctions, as well as the impossibility to pass the matter in this period. Following the article 13. d) from the Student's Estatutes (Estatuto del Estudiante Universitario, RD 1791/2010, 30th december), is the responsibility of the students not to incur in fraud procedures of evaluation, tests, academic activities and any other university documents.



REFERENCES

Basic

- Gracia, Martín, Rodríguez y Peiró: (2001) Cambios en los componentes del significado del trabajo durante los primeros años de empleo: Un análisis longitudinal. *Anales de psicología*. 2001, vol. 17, nº 2 (diciembre), 201-217.
- Martínez Moreno, A y Zurriaga Llorens, R (2003): Implicaciones de la transformación del contexto sociolaboral en la gestión de recursos humanos. *Informació psicológica*, nº 81. Colegio Oficial de Psicólogos del País Valencià. Págs. 3 11...
- Martínez Moreno, A.y Zurriaga Llorens, R (1998): Gestión de competencias. *Informació Psicològica*. 30-35
- Gil Monte, P.R. (2014): Manual de psicosociología aplicada al trabajo y a la prevención de los riesgos laborales. Madrid, Ediciones Pirámide.
- Ovejero Bernal, A (2006): Psicología del trabajo en un mundo globalizado: como hacer frente al mobbing y al estrés laboral. Biblioteca nueva, 2006.
- 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

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