VNIVERSITAT ĎÐ VALÈNCIA

COURSE DATA

Data Subject	
Code	35862
Name	Work psychology
Cycle	Grade
ECTS Credits	4.5
Academic year	2022 - 2023

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

Work constitutes one of the pillars on which current societies are based and one of the main activities of people. In this way, it has become one of the central aspects of life, with relevant implications on a personal, group, organizational and social level. The importance of this phenomenon has led to it being approached from different scientific disciplines and for different purposes. From these disciplines, the results of the research allow us to better understand work and its meaning for individuals and social groups, and its repercussions on the social, institutional, business, family and individual structure. Within these disciplines, Psychology has made relevant contributions that have contributed to a better understanding of the many aspects that make up this reality, allowing to improve work activity and enhancing job satisfaction and personal development.

In this context, Work Psychology in the Degree of 'Business Administration and Management' offers an analysis of the work phenomenon from a psychosocial perspective, studying what work means in people's

lives and their work values, how work is performed positions, tasks and work roles, the adjustment processes between the demands and work resources with the needs and contributions of people, the phenomena of work motivation and job satisfaction are addressed, as well as various related aspects are analyzed with occupational health, such as stress, burnout or well-being at work.

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

- Know the main personal and situational factors that influence work behavior and attitudes of people at work.
- Know the positive aspects of employment and the negative aspects of unemployment.
- Be able to analyze and evaluate motivation.
- Know techniques to improve motivation.
- Know the basic aspects related to the affective responses of people at work.
- Know the elements that make up emotional intelligence, and how it affects the professional world.
- Be able to analyze and evaluate working conditions and work stress.
- Propose improvements in working conditions and to control work stress.
- Analyze the person-position adjustment and propose measures for its improvement.
- Be able to carry out a job analysis, and identify the professional skills.
- Know the conditions, characteristics, benefits and disadvantages of teleworking as a new occupational situation.

DESCRIPTION OF CONTENTS

1. Introduction to Work Psychology

Work Psychology and its relationship with other disciplines and fields of study.
Definition, professional competences, rols and functions to develop.
Psychosocial approach to work.
Recent trands and transformations in the wordl of work and their implications to work activity and workers.

2. Meaning of working and work values

Work, employment, jobs and occupations.
Psychosocvial 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-taling and role-making. Work socialization.
Extra-role behaviours.
Professional skills

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.
Tele-working a new occupational situation.

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.
Emotional intelligence

8. Stress, burnout and mobbing at work

Concept ann 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 exercices will account for the 35% of the overall course mark.

- THEORY

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

- Exams, sonsisting in a questionnaire of objective answers about the contents of matter following the Indexz of contents on this Academic guide (45% of overall course mark).

- Tasks and activities developed in the lectures , which will account for the 20% of the overall course mark.

- PRACTICAL ASSESSMENT

Students will ellaborate three different practical activities along the course. These activities will be established by the lecturer at the begining 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.

Deadline for delivering every one of these activities will be communicatec at the begining of each activity.

Final scores in this course will be determined as the sum of both parts (theretical and practical assessments). It is required to obtain at least 4 points over 10 in each part. In case than 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 imposibility 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 incurre in fraud procedures of evaluation, tests, academic activities and any other university documents.

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