



COURSE DATA

Data Subject

Code	40467
Name	Research and master thesis I
Cycle	Master's degree
ECTS Credits	6.0
Academic year	2019 - 2020

Study (s)

Degree	Center	Acad. year	Period
2111 - M. Erasmus Mundus Psicología del Trab.,Organiz.RR.HH.11-V.2	Faculty of Psychology and Speech Therapy	1	Annual

Subject-matter

Degree	Subject-matter	Character
2111 - M. Erasmus Mundus Psicología del Trab.,Organiz.RR.HH.11-V.2	5 - Research training	End Labour Studies
3152 - Psychology of Human Resources	1 - Complementos de Formación	Optional

Coordination

Name	Department
ORENGO CASTELLA, VIRGINIA	306 - Social Psychology
PEIRO SILLA, JOSE MARIA	306 - Social Psychology

SUMMARY

The research training process is structured in three working phases (position paper with 6 ECTS, research work with 14 ECTS and master thesis with 4ECTS). Each one of them has a separate outcome and an independent mark. The first phase consists of developing the **Position Paper**.

This research training is offered in home university and host university in the first year of the Master on Work, Organizational, and Personnel Psychology. Two tutors are assigned for each student (host and home tutors), corresponding to the higher education institutions where each student participates in mobility periods in the first year of the master.



In general, the position paper describes the student's research project. Concretely, the students should be able to prepare, with the help of their home and host tutors, a manuscript that reflects the manner in which they responded to the research problem (to formulate a research problem, review the literature on the topic, elaborate a research and sampling design). The manuscript of Position Paper is submitted to be evaluated by other researchers of the Consortium team.

Thus, the Position Paper is a document of about 12 pages where the research project of the student is described. The position paper usually contains the following sections: title page (affiliation of the research, title, author, tutors, and home-host universities), abstract, introduction (main concepts, interest-motivation of the topic or research question, state of the art), aims and contribution to the knowledge, references and a table or graphical representation with the tasks and steps corresponding to the research that will be made.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

In general, the students should have knowledge to introduce to the general process of training in research. These are related to:

- Methodology, multivariate analysis, basic uses of software to develop statistic analysis, SPSS,
- Research design in social sciences and WOP (Work and Organizational Psychology).
- English language.
- Data bases and electronic resources to be used in the master, and introduction to the general process of training in research.

OUTCOMES

2111 - M. Erasmus Mundus Psicología del Trab.,Organiz.RR.HH.11-V.2

- Saber aplicar los conocimientos adquiridos y ser capaces de resolver problemas en entornos nuevos, o poco conocidos dentro de contextos más amplios (o multidisciplinares) relacionados con su área de estudio.
- Saber comunicar sus conclusiones y los conocimientos y razones últimas que las sustentan a públicos especializados y no especializados de un modo claro y sin ambigüedades.
- Poseer las habilidades de aprendizaje que les permitan continuar estudiando de un modo que habrá de ser en gran medida autodirigido o autónomo.
- Be able to integrate knowledge and handle the complexity of formulating judgments based on information that, while being incomplete or limited, includes reflection on social and ethical responsibilities linked to the application of knowledge and judgments.



- Students should possess and understand foundational knowledge that enables original thinking and research in the field.
- Que los estudiantes sean capaces de proporcionar retroalimentación a diferentes actores en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.
- Que los estudiantes sean capaces de elaborar informes en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.
- Que los estudiantes sean capaces de revisar la literatura, formular hipótesis y poner a prueba dichas hipótesis en psicología del trabajo, de las organizaciones y de los recursos humanos.
- Que los estudiantes sean capaces de formular preguntas de investigación, estrategias de investigación, cuestiones de diseño de investigación (fiabilidad, validez, etc.) y cuestiones de diseño de investigación en psicología del trabajo, de las organizaciones y de los recursos humanos.
- Que los estudiantes sean capaces de recopilar datos para la investigación en psicología del trabajo, de las organizaciones y de los recursos humanos.
- Que los estudiantes sean capaces de analizar datos de investigación en psicología del trabajo, de las organizaciones y de los recursos humanos.
- Que los estudiantes sean capaces de redactar trabajos de investigación en psicología del trabajo, de las organizaciones y de los recursos humanos.
- Que los estudiantes sean capaces de presentar oralmente trabajos de investigación en psicología del trabajo, de las organizaciones y de los recursos humanos.

LEARNING OUTCOMES

At the end of the teaching-learning process the student should be able to:

- *Formulate a research problem.*
- *Review the evidence to support the research question.* The students should be able to select different scientific references and central reports to study the research topic.
- *Develop a research design and sampling.* A research project will be developed according to the standards of the scientific community in Work and Organizational Psychology.
- Prepare a work proposal that reflects the manner in which they will respond to the research problem.
- *Develop a public presentation of the Position Paper.*

DESCRIPTION OF CONTENTS



1. Position Paper

We distinguish between two types of content, central and complementary, since the special naturalize in the master program. They are oriented to develop a set of the research training.

Core Contents

- Reviewing the literature on a selected topic.
- Elaborating research questions.
- Formulating research hypotheses.
- Designing an empirical study.
- Elaborating and presenting a position paper.

Complementary Contents

- Handling data bases and repertories.
- Quantitative and qualitative data analyses techniques.
- Designing public presentations.

WORKLOAD

ACTIVITY	Hours	% To be attended
Graduation project		100
*Realización del Trabajo Fin de Máster	90,00	0
Seguimiento i tutorización del Trabajo Fin de Máster	60,00	0
TOTAL	150,00	

TEACHING METHODOLOGY

The following teaching techniques will be used:

Readings related to research topic and suggestions about how to prepare and present a position paper.

Oral presentations.

Analysis of published articles. It includes different methodological exercises aimed at practicing research designs and methods of analysis. So, guidelines for analyzing research articles will be provide to the students.

Individual tutorships and/or small group discussions. The students will have regular meetings with the home and host tutor to analyze the advances of the position paper.

Writing research papers.

These activities are developed daily. They provide general and specific orientation to the student in his or her research process. In any case, the main objective is to resolve doubts, discuss progress, review research questions raised, offer documentation and, in sum provide general orientation in the research process.



EVALUATION

Students will be evaluated considering two central aspects:

Quality of oral presentation to explain and synthesize the Position Paper

Quality of Position paper manuscript.

The specific process consist of developing the following issues:

A paper copy of the position paper is delivered by the student.

S/He also prepares and gives a public presentation using a digital presentation.

At least two researchers from the teaching staff offer feedback oriented to the improvement of the research project. The general and specifics comments must be incorporated in the research project.

Moreover, the teaching staff uses a list of common criteria for analyzing and assessing the student's work and outputs. These criteria seek to make the student develop research competences.

In addition, both tutors (home and host) provide additional feedback to the student and agree the position paper mark.

The concrete grading criteria will be explained in each teacher's material provided.

Given the characteristics of the subject and the emphasis on the development of competences, an examination is not considered, as the acquisition of such competences cannot be evaluated correctly by means of the exam

REFERENCES

Basic

- Fernández-Rios, L. and Buéla-Casal, G. (2009). Standards for the preparation and writing of Psychology review articles. *International Journal of Clinical and Health Psychology*, 9, 2, 329-344.
- Hernández, R., Fernández, C. y Baptista, P. (1991) *Metodología de la investigación*. McGraw-Hill.
- Kerlinger, F.N. (1991) *Investigación del comportamiento*. McGraw-Hill (2ª edición).
- Navas, M.J. (2001). *Métodos, diseños y técnicas de investigación en psicología*. Madrid: UNED
- Moreno, R., Martínez, R. Y Chacón, S. (2000). *Fundamentos metodológicos en Psicología y ciencias afines*. Madrid: Pirámide.
- Ramos-Álvarez, M., Moreno-Fernández, M., Valdés-Conroy, B. and Catena, A. (2008). Criteria of the peer review process for publication of experimental and quasi-experimental research in Psychology: A guide for creating research papers. *International Journal of Clinical and Health Psychology*, 8, 3, 751-764.



- Salgado, J. (2009). Preparación de manuscritos para la RPTO: normas, estructura y ejemplos ilustrativos. *Revista de Psicología del Trabajo y las Organizaciones*, 25, 1, 73-96.
- Wilkinson, L., y The APA Task Force on Statistical Inference. (1999). Statistical methods in psychology journals: Guidelines and explanations. *American Psychologist*, 54, 594-604. <http://www.apa.org/journals/amp/amp548594.html>).

Additional

- Publication Manual of the American Psychological Association, Sixth Edition.
- Materials elaborated ad-hoc to provide them:
 - guidelines for analyzing research articles and
 - Suggestions about how to prepare and present a position paper
- FAQs (Frequently Asked Questions) to guide the development of research and Master Thesis.

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