

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

Code	42731
Name	Introduction to work, organisational and personnel psychology
Cycle	Master's degree
ECTS Credits	6.0
Academic year	2022 - 2023

Study (s)

Degree	Center	Acad. year	Period
2126 - M.D. in Human Resources Management	Faculty of Social Sciences	1	First term

Subject-matter

Degree	Subject-matter	Character
2126 - M.D. in Human Resources Management	1 - Additional training	Obligatory

Coordination

Name	Department
LORENTE PRIETO, LAURA	306 - Social Psychology

SUMMARY**English version is not available**

En esta materia, además de proporcionar las bases teóricas necesarias para dominar los fundamentos de la asignatura, se pretende que el estudiante reciba también la formación necesaria a través de ejercicios y supuestos prácticos que le permitan poner en práctica algunas de las herramientas y habilidades relacionadas con la psicología del trabajo, las organizaciones y los recursos humanos. Se ofrece al estudiante una aproximación a los conceptos y aplicaciones más relevantes de la disciplina que pueden ser consideradas esenciales para el futuro ejercicio profesional.

La materia **Introducción a la Psicología del Trabajo, las Organizaciones y los Recursos Humanos** se estructura en cuatro unidades didácticas. Una primera UNIDAD DIDÁCTICA donde se introducen los conceptos básicos para que el estudiante comprenda los objetivos y estrategias propios de la psicología del trabajo, las organizaciones y los recursos humanos. Se desarrollan contenidos introductorios a la disciplina de la Psicología de las Organizaciones, el Trabajo y los RRHH y se aborda el modelo de la ENOP para la diferenciación de las tres áreas, haciendo un recorrido histórico sobre la evolución de la



disciplina. Una segunda UNIDAD DIDÁCTICA relativa a la Psicología de las Organizaciones estructurada en tres temas que hacen referencia al “Concepto de Organización”, “Justicia Organizacional” y al de “Poder, Conflicto y Negociación”. La UNIDAD DIDÁCTICA III aborda contenidos básicos incluidos en el área de la Psicología del Trabajo, como son “Socialización Laboral” y “Tareas, puestos y roles”. La última UNIDAD DIDÁCTICA IV se presenta la función de los recursos humanos en las organizaciones a través del estudio de distintos modelos de recursos humanos. Se aborda de manera específica los procesos de “Selección” englobándose dentro del área de la Psicología de los Recursos Humanos. Para finalizar se presenta un tema de “Intervención en las Organizaciones” en el que se trabajaran las fases del proceso de intervención en las organizaciones.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

Para el adecuado seguimiento de los contenidos del módulo, con carácter general, los alumnos deben tener los conocimientos que se imparten en los programas oficiales de las titulaciones requeridas para acceder al presente programa de postgrado.

OUTCOMES

2126 - M.D. in Human Resources Management

- Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of study, including multidisciplinary scenarios.
- Students should communicate conclusions and underlying knowledge clearly and unambiguously to both specialized and non-specialized audiences.
- Students should demonstrate self-directed learning skills for continued academic growth.
- Students should be able to self-organise, which means systematically planning and setting realistic time schedules for the different tasks in their personal agenda, prioritising their activities, attending to criteria of urgency and importance, using explicit tools and procedures to control the level of performance and optimising time.
- Students should be able to initiate, lead, promote and facilitate interactions, as well as to manage groups of people.
- Students should have the ability to communicate, influence and be effective in interpersonal relationships.
- Students should be prepared for lifelong learning and self-development. The individual develops the ability to incorporate new knowledge, skills and professional competences.



- Students should be able to lead people and teams to achieve the objectives of human resources management. In this sense, they should develop a certain level of relational sensitivity and empathy.
- Students should develop a certain tolerance for uncertainty.
- Students should know the concepts of the psychology of work, of organisations and of human resources to carry out human resources management tasks.
- Students should be able to delve into other more complex aspects of the psychology of work, of organisations and of human resources.

LEARNING OUTCOMES

English version is not available

DESCRIPTION OF CONTENTS

1. Introduction to Work, Organizational and Personnel Psychology

- Conceptual approach.
- Theoretical perspectives and historical development of the Work and Organizational Psychology.

2. Work Psychology

- Labor socialization and reception programs.
- Tasks, employments and roles.
- Concepts about well-being and health at work: motivation, job satisfaction, mental and emotional overload, and psychological capital

3. Organizational Psychology

- Concept of organization: The organizations of the XXI century.
- Healthy and resilient organizations.

4. Personnel Psychology.

- The evaluation-intervention process in psychosocial risks.
- Organizational intervention strategies. Practical cases.

**WORKLOAD**

ACTIVITY	Hours	% To be attended
Theory classes	38,00	100
Tutorials	12,00	100
Classroom practices	10,00	100
Attendance at events and external activities	12,00	0
Development of individual work	12,00	0
Study and independent work	25,00	0
Preparation of evaluation activities	25,00	0
Preparing lectures	4,00	0
Preparation of practical classes and problem	12,00	0
TOTAL	150,00	

TEACHING METHODOLOGY**English version is not available****EVALUATION**

The evaluation system will be carried out continuously based on different criteria:

- Activities: the assessment of the activities of each topic (which must be delivered on the dates established by the teaching staff via virtual classroom), represents 50% of the final grade for the subject. The assessment includes the student's attendance, attitude and participation during classes and the quality of their oral presentations. Due to their nature, some of these activities are not recoverable on second call.
- Final exam: it will consist of a written test in which multiple choice questions or short development questions can be combined, together with the resolution of practical cases. The assessment of this test corresponds to 50% of the final grade for the subject.

Each of the two parts may be recovered in the 2nd call with the same minimum requirements, except for the grades corresponding to non-recoverable activities.

The honorable mention will follow the provisions of article 17 of the UV Evaluation and Qualification Regulations, having had to obtain at least a grade of 9. The procedure to follow in the event of a tie in the grade will be established by the teaching staff. , in the case of a written or oral test in which the contents of the subject will be assessed.



MINIMUM REQUIREMENTS

In order to add both grades (activities and exam), the student will have had to deliver at least the two mandatory reports before the date of the first call exam and have obtained a 5 out of 10 in the exam.

WARNING

The manifest copy or plagiarism of any task that is part of the evaluation will imply the impossibility of passing the subject, subsequently submitting to the appropriate disciplinary procedures. In the event of fraudulent practices, the procedure will be as determined by the Protocol of action in the event of fraudulent practices at the University of Valencia (ACGUV 123/2020):
<https://www.uv.es/sgeneral/Protocols/C83sp.pdf>

Keep in mind that, in accordance with article 13. d) of the University Student Statute (RD1791/2010, of December 30), it is the duty of a student to refrain from using or cooperating in fraudulent procedures in evaluation tests, in the works that are carried out or in official documents of the university.

During tutoring hours, the teaching staff may require individual or group interviews in order to verify the degree of participation and achievement of the objectives set for any task developed. Not accepting said verification will mean not passing the task or activity in question.

GRADING SYSTEM

The detection of plagiarism in one or more of the works to be developed by the student in the subject It will suppose the automatic suspension of the author or authors of the work.

The qualification of the subject, as well as its challenge will be subject to the provisions of the Regulation d'Assessment and Qualification of the University of Valencia for Grau and Master degrees (ACGUV108/2017 of 30 of may of 2017).

[Http://www.uv.es/graus/normatives/2017_108_Reglament_avaluacio_qualificacio.pdf](http://www.uv.es/graus/normatives/2017_108_Reglament_avaluacio_qualificacio.pdf)

REFERENCES

Basic

- Alcover, C. M. y Gil, F. (2003) Organizaciones y comportamiento organizacional. En Francisco Gil Rodríguez y Carlos María Alcover (Coords.) Introducción a la psicología de las organizaciones. Madrid. Alianza. Pp. 33- 60.



- Peiró, J. M. (1990). Psicología de las Organizaciones (Tomo I). Madrid: UNED. Pp.21-35 y 75-85. Pp.57-66, 70-72, 89-91, 94-100, 109-115, 119-124 y Tomo II 341-366.
- Martínez-Tur, V., Ramos, J, & Moliner, C. (2015). Psicología de las Organizaciones. Síntesis. Madrid

Additional

- Peiró, J.M. (1999). El modelo "Amigo": marco contextualizador del desarrollo y la gestión de recursos humanos en las organizaciones. Papeles del Psicólogo, 72, 3-15.
- Hontangas, P. M. y Peiró, J. M. (1996). Tareas, puestos roles y ocupaciones. En J.M. Peiró y F. Prieto (Eds.) Tratado de Psicología del trabajo. Volumen I: La actividad laboral en su contexto. Síntesis Psicología. pp 169-192
- Osca, A. (2004). Motivación y Satisfacción Laboral en A. Osca (Ed) Psicología de las Organizaciones. Sanz y Torres. Pp.263-291.
- Roda, R. (2003). Socialización organizacional. En F. Gil y C. M. Alcover (Eds.). Introducción a la Psicología de las Organizaciones. Psicología y Educación. Alianza Editorial. 229-258.
- Lorente, L., Salanova, M., y Martínez, I. (2007). Estrategias de prevención del burnout desde los recursos humanos. Gestión Práctica de Riesgos Laborales, 41, 12-20.