



## COURSE DATA

### Data Subject

<b>Code</b>	44838
<b>Name</b>	Orientation course
<b>Cycle</b>	Master's degree
<b>ECTS Credits</b>	4.0
<b>Academic year</b>	2022 - 2023

### Study (s)

Degree	Center	Acad. year	Period
2235 - M.D. in Work, Organ. and Personnel Psychology-Erasmus Mundus	Faculty of Psychology and Speech Therapy	1	First term

### Subject-matter

Degree	Subject-matter	Character
2235 - M.D. in Work, Organ. and Personnel Psychology-Erasmus Mundus	1 - Orientation course	Obligatory

### Coordination

Name	Department
PEIRO SILLA, JOSE MARIA	306 - Social Psychology
RODRIGUEZ MOLINA, ISABEL	306 - Social Psychology

## SUMMARY

The Orientation Course is a four-month and compulsory course taught in the first semester of the first year of the Master on Work, Organizational, and Personnel Psychology. Its workload is 4 ECTS credits. This course aims to prepare and socialize students with regard to the master and its rationale. During this course, students receive information and training about the competencies the master aims to develop, the scientist-practitioner model, ethics in professional activity of WOP-P Psychologists, databases and electronic resources to be used in the master, and introduction to the general process of training in research. This orientation course communicates shared values and contents of the master. It is congruent with the objectives to prepare students for excellence in training and learning, to reinforce the idea of a rigorous master based on the scientist-practitioner model, and to explain the WOP psychologists' career opportunities considering both practitioner and academic areas. The students have access to and analyse this application document, as submitted to the EACEA, and it is discussed with them in order to obtain a



shared vision of the goals and main strategies and also to find out their views and suggestions about it.

## PREVIOUS KNOWLEDGE

### Relationship to other subjects of the same degree

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

### Other requirements

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

## OUTCOMES

### 2235 - M.D. in Work, Organ. and Personnel Psychology-Erasmus Mundus

- Students can apply the knowledge acquired and their ability to solve problems in new or unfamiliar environments within broader (or multidisciplinary) contexts related to their field of study.
- Students are 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 their knowledge and judgments.
- Students can communicate their conclusions, and the knowledge and rationale underpinning these, to specialist and non-specialist audiences, clearly and unambiguously.
- Students have the learning skills that will allow them to continue studying in a way that will be largely self-directed or autonomous.
- Students have the knowledge and understanding that provide a basis or an opportunity for originality in developing and/or applying ideas, often within a research context.
- Que los estudiantes sean capaces de elegir una estrategia apropiada para gestionar los problemas planteados basándose en una reflexión sobre la situación profesional y en las competencias primarias que uno mismo posee.
- Que los estudiantes sean capaces de actualizar y desarrollar sus competencias, conocimientos y habilidades de acuerdo con los cambios de la profesión y los estándares y requisitos de la profesión psicológica, y la normativa nacional y europea.
- Que los estudiantes sean capaces de establecer y mantener un sistema de garantía de calidad para la práctica en su conjunto.

## LEARNING OUTCOMES



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

- To know and analyze the competences that will be developed throughout the Master.
- Analyze and understand the scientific-professional model as the basic pillar of the Master.
- Use the main databases that will be useful for the development of the Master.
- Analyze and take into account the main ethical dilemmas associated with the WOP-P profession.
- Understand in detail the process of research training that will occur throughout the Master

## DESCRIPTION OF CONTENTS

### 1. Introduction and familiarization

Clarification of expectations. Personal Mission in the Master.  
Intercultural factors. Information about all the universities of the consortium and its resources.  
Evaluation system within the Master.

### 2. European social demands from labour market

European social demands from the labor market and the socio-economic context: What contribution can the WOP psychologist make?  
What is being a European WOP psychologist professionally and practically? Historical perspective, professional and disciplinary identity at national and European level.

### 3. The scientist-practitioner model

what is applied psychology, what is application of psychology knowledge, different conceptions of science and practice.f



**4. ENOP reference model**

The reference model of the ENOP and its recent developments (ENOP / EAWOP model). The competency model. Relationships with the design of the Master: Didactic modules and competences. The European Diploma in Psychology its relations with the Master.

**5. Databases and electronic resources**

Management of basic information for research and learning. Search and filtration of information, and classification of information.

**6. After the Master: profiles and professional roles of the WOP psychologist in the country**

Social context and participants (other professionals, users) in the practice of WOP psychology. Continuous professional development and Associations.

**7. Professional ethics**

National, European and A.P.A guidelines.

**WORKLOAD**

ACTIVITY	Hours	% To be attended
Theory classes	40,00	100
Development of group work	10,00	0
Development of individual work	5,00	0
Study and independent work	15,00	0
Readings supplementary material	10,00	0
Preparation of evaluation activities	20,00	0
<b>TOTAL</b>	<b>100,00</b>	

**TEACHING METHODOLOGY**

The didactic techniques include:

- Oral Presentations of the Professor.



- Oral presentations of students.
- Role playing
- Search for regulations and documentation related to the development of the profession in the country and EU.
- Use of electronic resources in psychology.
- Case studies on professional ethics

## EVALUATION

The evaluation will be carried out through a portfolio procedure. Portfolios will include: Students will be evaluated considering the following elements:

1. Quality of oral presentations
2. Critical analysis of the work done by the student
3. Tasks related to the use of electronic resources in psychology
4. Portfolio: including a description of the activities carried out and evidences of the competences acquired; Essay and / or conceptual map on the information related to the fields of study, activities and professional profiles of WOP.

The specific instructions for each task and the scoring criteria will be set out in the material provided by each teacher. There is no difference between the first and the second call. In the second call the student will have the possibility to go back to doing those activities that he did not perform at the first call or that he had done insufficiently, due to which he had suspended in the first call. All activities are, therefore, recoverable. Given the characteristics of the subject and the emphasis on the development of competences, an examination is not considered, to consider that the acquisition of such competences can



not be evaluated correctly by means of the exam.

## REFERENCES

### Basic

- Roe, R.A. (2002). What makes a competent psychologist? *The European Psychologist*, 7(3), 192-203.
- Byrne, Z. S., Hayes, T. L., Mort McPhail, S., Hakel, M. D., Cortina, J. M., & McHenry, J. J. (2014). Educating industrialorganizational psychologists for science and practice: Where do we go from here? *Industrial and Organizational Psychology*, 7, 2-14.
- Depolo, M., Peiró, J. M., Zijlstra, F. (2019). The reference model 2020. Update of the ENOP-Eawop Reference Model for W&O psychology. <https://www.enop-psy.org/index.php/curriculum>
- Latham, G. (2019). Perspectives of a Practitioner-Scientist on Organizational Psychology/Organizational Behavior. *Annual Review of Organizational Psychology and Organizational Behavior*, 6, 2.12.16.
- Sinclair, C. (2017). Ethics in psychology: Recalling the past, acknowledging the present, and looking to the future. *Canadian Psychology/psychologie canadienne*, 58(1), 20.

### Additional

- Beins, B. C., & Beins, A. M. (2020). *Effective writing in psychology: Papers, posters, and presentations*. John Wiley & Sons.
- Parsonson, K.L. (Ed.). (2021). *Handbook of International Psychology Ethics: Codes and commentary from around the world (1st ed.)*. Routledge. <https://doi.org/10.4324/9780367814250>
- Ridley, C. & Laird, V. (2015) The scientistpractitioner model in counseling psychology programs: a survey of training directors. *Counselling Psychology Quarterly*, 28, 235-263