

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

<b>Code</b>	44841
<b>Name</b>	Organizational psychology and organizational behaviour
<b>Cycle</b>	Master's degree
<b>ECTS Credits</b>	4.0
<b>Academic year</b>	2023 - 2024

**Study (s)**

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

**Subject-matter**

<b>Degree</b>	<b>Subject-matter</b>	<b>Character</b>
2235 - M.D. in Work, Organ. and Personnel Psychology-Erasmus Mundus	3 - Organisational psychology. Explanatory introduction	Obligatory

**Coordination**

<b>Name</b>	<b>Department</b>
TORDERA SANTAMATILDE, MARIA NURIA	306 - Social Psychology

**SUMMARY**

This 4ECTs course is offered in the first academic year of the official European Masters in Work, Organizational and Personnel Psychology. It offers an explanatory approach to organizational psychology. The general objective is to envelop the students in significant theories to understand behavior in and of organizations from more rationalist approaches to more social and humanitarian perspectives

More specifically,

n Students will obtain a conceptual base to understand the classic theory of organizations and its relevance today.

n Students will consider the perspective of multiple stakeholders in organizational theory development



n Familiarize with theoretical bases alternative to the classic theory, specifically the organization's social dimension and humanitarian perspectives.

n Students will obtain a conceptual base in order to understand the social-technical focus in the organizations emphasizing sustainable well-being and productivity.

n We will adopt an structural approach to organizational behavior

n Analyze interorganizational relationships and organizations in network, with a stakeholder multicultural approach.

Integrate the acquired knowledge

## PREVIOUS KNOWLEDGE

### Relationship to other subjects of the same degree

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

### Other requirements

No previous requirements or recommendations

## OUTCOMES

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

- Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of study, including multidisciplinary scenarios.
- Students should be able to integrate knowledge and address the complexity of making informed judgments based on incomplete or limited information, including reflections on the social and ethical responsibilities associated with the application of their knowledge and judgments.
- 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 possess and understand foundational knowledge that enables original thinking and research in the field.
- Que los estudiantes sean capaces de entrevistar a clientes o directivos para analizar sus necesidades y problemas, identificando necesidades y problemas subyacentes y clarificándolos de tal forma que sean comprendidos y aceptados por los clientes o directivos.



- Que los estudiantes sean capaces de seleccionar y aplicar instrumentos, técnicas y métodos para la evaluación de individuos en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.
- Que els estudiants siguin capaços de seleccionar i aplicar instruments, tècniques i mètodes per a l'avaluació de grups en el context de la psicologia del treball, de les organitzacions i dels recursos humans.
- Que los estudiantes sean capaces de seleccionar y aplicar instrumentos, técnicas y métodos para la evaluación situacional en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

## LEARNING OUTCOMES

- To analyze significant organization theories and approaches in organizational psychology, with analysis of their validities and contributions
- To understand and diagnose the main organizational structures
- To evaluate and understand interorganizational relationships and networks from a stakeholder multicultural approach

## DESCRIPTION OF CONTENTS

### 1. Organizational Psychology and Organizational behaviour

The Principles of Scientific Management. Taylorism  
Extensions of the Human Relations Approach  
The socio-technical approach  
Humanitarian approach models

### 2. Organizational structure

This course presents different theoretical perspectives about organizational structure. It includes traditional approaches and recent developments as well as the skills required to assess, explain and diagnose organizational structures and processes and new theories about organizational structures.

### 3. Interorganizational relationships and networks

This module analyzes different types of inter-organizational relationships and networks. Explanatory theories about network formation are considered and different types of network organizations are identified. The course also centers in the identification of the stages in the development of these structures, their success and in the analysis of the characteristics that a system might have for the assessment and formation of inter-organizational networks.

**WORKLOAD**

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

**TEACHING METHODOLOGY**

- § Lectures,
- § Readings,
- § Oral presentations,
- § Individual and group guided exercises,
- § Analysis of scientific articles
- § Case studies

**EVALUATION**

Grading will be based on the following sections:

- 1) Preparation of portfolios: compilation of “outputs” (assignments, presentations, etc.) derived from the student’s work developed throughout the course. The portfolios includes evidences about the competencies being developed by the student (20-50% of the final grade)
- 2) Quality of oral presentations (10-15% of the final grade)
- 3) Integration assignments that integrate the knowledge acquired with regard to different topics or questions of the course (20-25% of the final grade)
- 4) Critical analysis of articles and other type of documents (10-15% of the final grade)



- 5) Critical analysis of case studies (20-25% of the final grade)
- 6) Problem solving exercises (e.g. statistical analysis) (5-10% of the final grade)

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 suitable, because the acquisition of such competences cannot be evaluated correctly by means of an exam.

The qualification of the subject will abide to what is stipulated in the *Reglament d'Avaluació i Qualificació de la Universitat de València per a títols de Grau i Màster* (ACGUV 108/2017 of May 30, 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)

According to this, it is specified on a numerical scale from 0 to 10, with the expression of a decimal, to which is added a qualitative rating as indicated below:

- 0 £ FAIL < 5
- 5 £ PASS (C) < 7
- 7 £ GOOD (B) < 9
- 9 £ EXCELLENT (A and A+) ≤ 10

## REFERENCES

### Basic

- Drenth, P. J. D., Thierry, H. y Wolff, C. J. (1998). Handbook of Work and Organizational Psychology. 2nd Edn. Londres: Psychology Press.
- Walter, C.; Borman, W.C., Ilgen D.R., Klimoski, R.J., & Weiner, I.B. (2003) Handbook of Psychology, Industrial and Organizational Psychology (Volume 12) Hoboken, NJ: John Wiley & Sons
- Anderson, N., Ones, D.S, Sinangil H. K., Viswesvaran, Ch. (2005) Handbook of Industrial, Work and Organizational Psychology Volume 2: Organizational Psychology. Thousand Oaks, CA: Sage
- Conte, J M. & Landy, F. J. (2019) Work in the 21st Century An Introduction to Industrial and Organizational Psychology. Wiley





### Additional

- Barringer . B.R. & Harrison , J. S. (2000). Walking a Tightrope: Creating Value Through Interorganizational Relationships . Journal of Management. 26(3): 367- 403.
- Peiró, J. M. (1994). Psicología de la organización. Madrid: UNED.
- Roehrich, J., Selviaridis, K., Kalra, J., Van der Valk, W. & Fang, F. (2020) Inter-organizational governance: a review, conceptualisation and extension, Production Planning & Control, 31:6, 453-469, DOI: 10.1080/09537287.2019.1647364