

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

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| Code | 44850 |
| Name | Complementary instruction course II |
| Cycle | Master's degree |
| ECTS Credits | 4.0 |
| Academic year | 2023 - 2024 |

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 | 12 - Additional training courses | Obligatory |

Coordination

| Name | Department |
|---------------------------|--|
| CANET GINER, MARIA TERESA | 105 - Business Administration 'Juan José Renau Piqueras' |

SUMMARY

Two complementary training courses (II and III) ($2 \times 4 = 8$ ECTS) focus on approaches, from economics and law, especially oriented to specialists in work psychology, organizations and human resources. These courses have been specially adapted to give training to the students of the Master in notions that are going to be of special use in their future professional practice. This training does not exist in degree studies and therefore is taught in the master as adapted subjects: organization of companies for work psychologists, organizations and human resources; Business strategy for work, organizations and human resources psychologists; Labor law for work psychologists, organizations and human resources.



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 specific background knowledge is required.

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 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 relaciones con otros profesionales y con organizaciones relevantes.
- Que los estudiantes sean capaces de establecer y mantener relaciones con clientes.
- Que los estudiantes sean capaces de diseñar y gestionar la práctica mediante la cual se prestan los servicios, bien como pequeña empresa o como parte de una empresa privada o pública de mayor tamaño. Incluye aspectos operativos de personal y financieros y requiere liderazgo de los empleados.

LEARNING OUTCOMES

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

1. Understand other disciplinary approaches (eg, economics) that have a connection with the psychology of work, organizations and human resources.



2. Familiarize with a multidisciplinary approach to study and professional practice in organizations and work environments.

3. Establish dialogues with other disciplines and professionals who investigate and / or carry out their practice professional

skills in the fields of work, organizations, and human resources.

DESCRIPTION OF CONTENTS

1. Complementary instruction

Dedicated to other disciplines related to Work, Organizational and Personnel Psychology. The following topics are discussed: main concepts in strategic management; the strategic management process: formulation and implementation; the corporate strategy as a combination of different strategic options; internationalization of the strategy: organizational and cultural aspects; the management of human resources in international organizations.

WORKLOAD

| ACTIVITY | Hours | % To be attended |
|--------------------------------------|---------------|------------------|
| Theory classes | 40,00 | 100 |
| Development of group work | 15,00 | 0 |
| Study and independent work | 15,00 | 0 |
| Readings supplementary material | 10,00 | 0 |
| Preparation of evaluation activities | 10,00 | 0 |
| Preparing lectures | 10,00 | 0 |
| TOTAL | 100,00 | |

TEACHING METHODOLOGY

The following teaching techniques will be used

- Oral presentations of the teacher
- Oral presentations of students
- Study and preparation of work for class
- Analysis of articles



- Guided individual and / or group exercises
- Individual and / or group tutorials

EVALUATION

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 to integrate knowledge or analyze a specific topic
4. Case analysis The specific instructions for each task and the scoring criteria will be set out in the material provided by each teacher.

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

- - Child, J. (2008): Organization. Contemporary principles and practice. Blackwell publishing.
- - Huff, A., Floyd, S, Sherman, H, & Terjesen, S. (2009): Strategic Management, Logic and Action, Wiley
- - Angwin, D., Cummings, S., & Smith, C. (2011): The strategy pathfinder. Core concepts and live cases. Second edition. Wiley.
- - Grant, R. (2010): Contemporary Strategic Analysis. Seventh edition. Wiley
- - Gibson, J.L., Ivancevich, J.M. & Donnelly, Jr, J.H. (1991): Organizations: Behavior, Structure, Processes; seventh edition, Richard D. Irwin, Inc. Homewood, IL.
- - Johnson, G., Scholes, K., and Whittington, R. (2005): Exploring Corporate Strategy. Text and Cases, Prentice Hall, Pearson: Essex.
- - Pla, J. y Leon, F (2004) : Dirección de empresas internacionales. Pearson-Prentice 2
- - Mintzberg, H., Ahlstrand, B., and Lampel, J. (1998): Strategic Safari, Prentice Hall, Pearson, Essex.